

Annual Reporter



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REDUCING RE-OFFENDING

HOW DO WE DO IT?

By MARGARET SMITH

Policy, Planning & Development Officer, Community Justice Glasgow

1 YEAR RECONVICTION RATES

1 YEAR RECONVICTION RATES DOWN FOR 8TH CONSECUTIVE YEAR

2008/9 33.2% 2016/17 28.4%

4.8% OVER PERIOD (NOTE 2 YEAR LAG IN REPORTING)

PERCENTAGE OF YOUNG PEOPLE UNDER 18 RE-CONVICTED DOWN 7.1% BETWEEN 2015/16 – 2016/17

PERCENTAGE OF YOUNG PEOPLE UNDER 21 RE-CONVICTED DOWN 5% BETWEEN 2015/16 – 2016/17

1 YEAR RECONVICTION RATES CPO COMPARISON

2016/17

32% OF PEOPLE COMPLETING A COMMUNITY PAYBACK ORDER RECONVICTED

IN COMPARISON TO

42.7%

ON CUSTODIAL SENTENCES OF <3 MONTHS & 36.9% 3 TO 6 MONTHS

COMMUNITY SENTENCE COMPLETION RATES:

UP 1% BETWEEN 2016/17 & 17/18 TO 63.5% OF ORDERS COMMENCED

with the number revoked due to breach as a % of orders commenced

DOWN

0.2% TO 19%

RECORDED CRIME (YOUNG PEOPLE & ADULT POPULATION)

OVERALL DOWN 6.9% BETWEEN 2017/18 & 18/19

OVERALL DOWN 39.8% SINCE 2012/13

8-15s UP 4.9% BETWEEN 2017/18 & 18/19 AND 2.7% SINCE 2012/13

16 & 17s DOWN 21% BETWEEN 2017/18 & 18/19 AND 48.4% SINCE 2012/13

OVERALL 18 DOWN 5% BETWEEN 2017/18 & 18/19 AND 21.9% SINCE 2012/13

UNDER 25s DOWN 6% 2017/18 & 18/19 AND 40.9% SINCE 2012/13

YOUNG PEOPLE REFERRED TO SCRA ON OFFENCE RELATED GROUNDS

UP 2.3% BETWEEN 2017/18 & 2018/19 & UP 1.5% AS THE OVERALL IN

SCOTLAND

NUMBER OF OFFENCES UP 5.3% & UP 3% ON THE OVERALL IN SCOTLAND

AVERAGE NUMBER OF OFFENCES PER YOUNG PERSON 0.1%

PRISON POPULATION NUMBERS

AVERAGE MONTHLY PRISON POPULATION FIGURES UP FOR BOTH

MALE +16% - FEMALE +1.5%

<21 MALE + 11.9% | <21 FEMALE + 0.7%

WELCOME BACK

INTRODUCTION FROM THE EDITOR

Welcome to the Community Justice Glasgow Annual Reporter Supplement for 2018 - 2019.

Last year for our 2017-18 Annual Report we produced a newspaper providing an outline of what Community Justice is about and how partners across the City, Public Sector, 3rd Sector (voluntary) and communities themselves, contribute to reducing and sustaining reductions in re-offending in Glasgow.

The feedback we received suggested that readers found this style of reporting useful and interesting - they could dip in and out of it, and it had a positive impact on their understanding of what Community Justice is about. Over the year we distributed around 2,500 print copies as well as wide circulation and access to the digital copy which is available at is available [HERE](#).

We used the report as an engagement tool at various events with really positive outcomes on increasing awareness,

knowledge, understanding and confidence in the Community Justice approach.

Much of the content of the 2017-18 report is still as relevant today as it was when the report was published. For this year's report we are providing supplementary content on 'what's new', 'follow up articles' and some additional links to digital content. If you are new to Community Justice it is well worth having a look at the 2017-18 report which provided a detailed overview of what Community Justice means in Glasgow.

As always we appreciate feedback as it helps guide our way forward, so please tell us what you think either by getting in touch with us or by completing our [one minute online survey](#).

We hope that you enjoy your read.

WORKING TOWARDS A COMMON PURPOSE - A WORD FROM THE HEAD OF COMMUNITY JUSTICE GLASGOW

By TOM JACKSON
Head of Community Justice Glasgow

We have had a very busy and productive year across the Community Justice Partnership.

I would like to take this opportunity to thank our committed staff team and partners who have been working hard and creatively to deliver against the National Outcomes set out in the [National Strategy for Community Justice](#): and the locally agreed priorities that

contribute to these national priorities by focussing our work on the themes set out in our [Community Justice Outcome Improvement Plan for Glasgow 2018-2023](#) and the subsequent yearly Action Plans.

National Structural outcomes What we deliver as partners

Communities improve their understanding and participation in community justice

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

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

People have better access to the services they require, including; welfare, health and well-being, housing and employment

National Person - Centric outcomes Changes to Users

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

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

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

“This is our partnership commitment to improvements and to a preventative focus for justice in the city.

We want to reduce crime and the number of victims in Glasgow, but we also want to support a fairer and more equal society where individuals’ opportunities are improved and public resources are used effectively and efficiently.

We will always listen to communities, including those who experience crime and those convicted of an offence, ensuring they are active in shaping the future. It is the voices of Glasgow’s communities which will steer us in delivering our work”



At the heart of all of our work our staff team and partners strive to make our communities safer with fewer of our citizens being impacted by crime – delivering against our vision:

“Glasgow is a safer place where reoffending is reduced, the impact of crime is mitigated, and all citizens affected by offending have equal opportunity to thrive.

We will achieve our vision through continued partnership working and taking effective action on our key themes.”

Community Justice Glasgow is a small team of just 4 staff (including myself), you will get a good understanding as you read through the articles the value of true partnership working. **We could not possibly deliver our ambitious vision in isolation,** you will read many examples of how we plan together, work collaboratively and share resources and practices across the partnership, to make sure that public funding is used effectively and efficiently - where we can have the greatest impact in creating safer communities for everyone.

Recently a team member commented that ‘*although we are a small team she felt like she had dozens of direct colleagues and was part of a much bigger team, working for the city of Glasgow and it’s citizens rather than Community Justice*’.



Team from Left to Right

Lyn Pyper
Administration & Partnership Support
Karen Baxter
Policy Officer (Community Justice)
Margaret Smith
Policy, Planning & Development Officer
Tom Jackson
Head of Community Justice Glasgow

CONNECTING COMMUNITY JUSTICE

- A NEW HOME

By BERNADETTE MONAGHAN

Director of Community Empowerment & Equalities, Glasgow City Council

As part of the restructuring of Community Planning arrangement in Glasgow, 2018 – 2019 saw Community Justice Glasgow fully embedded within its new home in Glasgow City Council's Community Empowerment Services.

These new arrangements firmly connect the Community Justice agenda into the well-established structures and partnerships that can support implementation of the Community Justice Outcomes Improvement Plan 2018 - 2023 (CJOIP), reducing re-offending going forward.

We know that people who are involved in the justice system, by and large, come from backgrounds of deprivation and inequality and the lack of opportunities that often come with that.

Addressing these inequalities and barriers across themes such as health, education, employability, family support, housing etc., and empowering our citizens to be the best they can be, lies at the heart of both the Community Empowerment and Community Justice agendas.

Firmly integrating these two agendas will provide improved opportunities for more effective planning across the themes outlined above (known to be protective factors in reducing re-offending). It will also underpin increased engagement through established mechanisms, encourage less duplication whilst maximising our ability to deliver a safer, fairer and more equal Glasgow for all of our citizens.

In implementing the CJOIP, Community Justice Glasgow will operate, with input from the Community Planning Partnership, through the Safe Glasgow Partnership.

Community Justice will maintain strong links to Glasgow City Council and NHS Greater Glasgow and Clyde Health & Social Care Integration Joint Board (IJB) Strategic Plan 2019-2022. The IJB, which includes the integration of Social Care Services provided to Children and Families, Criminal Justice Services and Homelessness Services, firmly links the Community Justice agenda with health, one of the key determinants in addressing the underlying causes of offending and re-offending.

We look forward to continuing to work together with our colleagues in the Community Justice Glasgow team.



INVESTING IN JUSTICE

- AN UPDATE

By TOM JACKSON

Head of Community Justice Glasgow

Community Justice Partners in Glasgow are conscious of their responsibility for public resources, and therefore focus on investing in justice and community safety, rather than spending on the status quo. The findings of the 2011 Christie Commission on future delivery of public services highlighted the need to "prioritise preventative measures" and asserted that "unless Scotland embraces a radical, new, collaborative culture throughout our public services, both budgets and provision will buckle under the strain."

Glasgow's focus on Collaborative Commissioning takes account of some key issues:

- The rising prison population in Scotland (with the highest use of custody in western Europe), including the 60% + daily prison intake of remand prisoners, and associated costs;

- The substantially lower reconviction rates for community based responses to offending (contrasted to short term prison custody);
- The identification by Audit Scotland ([Reducing Reoffending in Scotland](#)) that only 14% of the justice spend was focussed on rehabilitation; and
- The Scottish Government's commitment within [Justice in Scotland: Vision and Priorities](#) that "We will use prison only where necessary to address offending or to protect public safety, focussing on recovery and reintegration."

Community Justice Glasgow partners have committed to initially address issues to enhance Diversion from Prosecution opportunities and to provide more robust alternatives to Remand.

Initially, that work has identified the "influencers" of change, and considered where those influencers might act as an "enabler" of desired change and where they might act as an "inhibitor". Considering a Collaborative Commissioning approach, the question is what activities could nudge the trajectories for Remand and Diversion from Prosecution towards a meaningful change. Some of that activity might be within the gift of local partners, while an element will lie outwith local partnership capacity.

The purpose is to provide tactical steps, a plan, to deliver Community Justice Glasgow partners' commitment towards Collaborative Commissioning. The group is now developing a plan and drawing partner commitment through:

- Enhanced analysis of the data over the past 10 years, for Glasgow and in relation to Scotland-wide figures;
- Modelling on change, setting modest and optimistic frameworks of change; and
- Analysis of the factors which affect the trajectories of the change (inhibitors and influencers).

The initial developments are modest, but the dragging, negative impact of an over-reliance on Remand over Bail and limitations in local use of Diversion indicate that modest changes should instigate lasting savings in the system and positive outcomes for individuals and communities.

It's the difference between investing in our justice system and responses to offending versus continuing to react and spend in crisis.

SPOTLIGHT ON THE MANAGEMENT OF OFFENDERS

By KAREN BAXTER

Policy Officer (Community Justice), Community Justice Glasgow



Around the world various forms of electronic monitoring (EM) technology are used to supervise individuals, as an alternative to prison or post sentence.

Electronic monitoring restricts the movements of the monitored person by putting time and location limitations on them so that they should remain in a specified place for a specified period (or be excluded from a specified place at a specified time).

An individual's compliance with the terms of the order is monitored through the person wearing an electronic device (commonly known as a tag) and the installation of a home monitoring unit.

Electronic Monitoring was first piloted in Scotland in 1998 and is now used to monitor a number of different community disposals such as Community Payback Orders (CPO) and can also be included as a licence condition on release from prison.

Following extensive consultation [The Management of Offenders Act](#) received Royal Assent in July this year, and focuses on 3 main aspects:

- Electronic monitoring;
- Reduced disclosure times for previous convictions; and
- Modernising the parole board.

You can find out more about Community Payback Orders (CPO) in Glasgow in this briefing. [Click Here](#)

The Act explores expanding Electronic Monitoring to take into account issues relating to consumption of substances and alcohol, and proposes expansion to use technology which could enable the tag to show when substances or alcohol have been used.

Locally, Glasgow is preparing for increased use of Community Payback Order and have been reaching out to communities to try to highlight the benefits of CPOs and CPO Unpaid Work in the City. Work has been initiated to highlight the improvements that the CPO work crews have established, and also the small jobs that have taken place in people's homes and gardens.

The Act also reduces how long certain convictions must be disclosed to employers to help people move into work, all of which can support people in stopping or reducing re-offending.

It does not change the Protection of Vulnerable People process, which is still in place to ensure that those working with vulnerable children and adults still go through a more rigorous screening process.

PREPARING FOR NEW LEGISLATION COMING TO PASS!

By KAREN BAXTER

Policy Officer (Community Justice), Community Justice Glasgow

On 26/06/19 it was announced that the Presumption Against Short Sentences (PASS) would be extended to include all sentences up to 12 months, from the current 3 months. This had been in discussion for some time and Community Justice Glasgow and partners have been preparing for this development.

The presumption itself came into effect on 04/07/19. Whilst this is a presumption, rather than a ban on sentences under 12 months, it does mean that there will still be some sentences less than 12 months where these are seen as the most appropriate option.

Justice Secretary Humza Yousaf commented:

"The extension of the presumption against short sentences is crucial to ongoing work to support reintegration and rehabilitation, helping keep crime down and communities safe."

"We know from evidence and research that community-based interventions are more effective than disruptive short prison sentences."

"This presumption is not a ban - it will encourage courts to consider alternatives to custody which can be more effective in rehabilitating individuals as they pay their debt to society. Impact will be monitored closely and there will always be serious crimes where it is decided in court that prison is the right option."

"We know from evidence and research that community-based interventions are more effective than disruptive short prison sentences at breaking the revolving door of offending"

in consultation around the proposals for PASS, respondents were critical of the current levels of imprisonment in Scotland, and highlighted four main issues:

- inappropriate use of imprisonment in cases which did not involve serious offences or risk to public safety;
- the detrimental impact of imprisonment on the lives of offenders and their families;
- the relative merits of community and custodial sentences in addressing offender needs, supporting rehabilitation, reducing reoffending and protecting public safety; and
- the cost to the public purse.

Currently, Scotland has one of the highest imprisonment rates in Western Europe. It is anticipated that PASS will help reduce the near capacity prison population.

Community Justice Glasgow is working with partners in preparation for PASS, in line with our vision to increase community alternatives to custodial sentences. This includes working with our partners to look at capacity requirements across all community alternative to custody.



ONE GLASGOW REDUCING OFFENDING (12-25) - UPDATE FROM OUR PARTNERS

By CHIEF INSPECTOR MICHAEL DUDDY
Police Scotland Strategic Lead for One Glasgow

The pioneering One Glasgow initiative has seen a significant decrease in re-offending by young people in Glasgow since its introduction. In last year's [Annual Report](#) we provided an overview of One Glasgow and its work 'Whole Systems & One Glasgow'. I am pleased to report that the partnership has continued to go from strength to strength with **One Glasgow instrumental in driving forward continuous improvements** alongside the re-established Youth Justice Strategy Group for Glasgow.

There has been a lot going on, the articles featured in this One Glasgow update give a flavour of just some of the work that the One Glasgow partnership has been involved in over the last year.

Our day to day business - ensuring that young people getting involved in offending behaviour are referred to the best possible service to address this, and, in providing

analytical products to our partners to support them, continuously monitor progress and plan in accordance, has continued, with improvements made to our screening and referral processes.

An article published in the [Holyrood Public Affairs Magazine in October 2018](#)¹ provides a good insight into the outcomes for individuals and communities which is achievable through the partnership working that is at the heart of One Glasgow's ethos. The article points to One Glasgow as *"the kind of partnership which really earns that over-used phrase 'joined-up approach'"*.

This work and ethos was also recognised with the team achieving silver award status in the Achieving Better Outcomes in Partnership category, and going on to scoop the **SOLACE Best Team Award at the COSLA Excellence Awards in October 2018**.

1 Holyrood Magazine, Gemma Fraser, October 2018 – The War on Gangs - How tackling anti-social, violent and criminal behaviour from an early age changes the course of a future - <https://www.holyrood.com/articles/inside-politics/war-gangs>



The award recognised the partnership work with young people who are offending or at risk of offending, and the collaborative approach taken, bringing partners together to make early contact with young people in the criminal justice system, connecting them to the services they need to address their offending behaviour.

Our approach demonstrates that by working closely together we can benefit the lives of young people, improve services and keep our citizens safe. This city-wide partnership has supported positive outcomes across Glasgow.

Team members of One Glasgow receiving their award:

- Inspector Alan McDaid, Police Scotland;
- Margaret Smith, Policy, Planning & Development Officer – Community Justice Glasgow/One Glasgow;
- Sergeant Carline Harden, Police Scotland (retired);
- Nanette Blair, Glasgow City Council, Youth Justice Social Work;
- Chris Mooney, Strategic Analytics Manager – GCC, Neighbourhoods & Sustainability.

PUBLIC & 3RD SECTOR WORKING TOGETHER IMPROVING DIVERSION FROM PROSECUTION DELIVERY

By ANDREW FORRESTER
Practice Team leader, Glasgow City Council Intensive Support & Monitoring Services

Diversion from Prosecution (DfP) is a national scheme for people of all ages involved in the criminal justice system, but a central tenet of youth justice is targeting 16 and 17-year-olds, who have committed a relatively minor crime and whose prosecution is not in the public interest.

A young person's eligibility for diversion is at the discretion of the Procurator Fiscal, the rationale being that a diversionary intervention, targeting underlying causes of the offence, will have a positive impact in reducing future offending behaviour, hence improving future life chances and community safety.

Diversion schemes can be delivered by third sector organisations or by social work services. Most adopt a deferred prosecution model, with the prosecution suspended until the young person has completed the diversion programme. There may be individual and group work, depending on the offence and the needs of the young person, and can cover a range of areas including the impact of the offending behaviour, alcohol and drug use, education, employability, and social skills.

In Glasgow, strategic planning for youth justice, across partners, is led through the Youth Justice Strategy Group (YJSG). That partnership commissioned a report reviewing DfP in the city, following concerns at a drop in the number of young people routed through this justice approach.

The report was presented in 2018 and highlighted gaps in the breadth of support available, in particular approaches which support individuals with:

- mental health;
- charges relating to low level domestic incidents;
- Police related charges (Breach of Peace, non-injury assaults);
- charges involving technology assisted harmful behaviours (for 18yrs and over);
- charges of knife crime/low level violence;
- theft/shoplifting charges (if not organised); and
- low level drugs charges.

Through partnership planning, members of the Glasgow YJSG affirmed the commitment that reducing re-offending should be a concern of all public services and not just those funded for criminal justice activity, so that in order to have a truly holistic set of interventions for young people we need to be able to leverage in resources to deal with the underlying drivers of behaviour.

Between autumn 2018 and spring 2019 a number of third sector and public sector partners were identified as potential contributors to DfP programmes, and systems were put in place to allow this new wider approach to DfP to reflect Glasgow's commitment to improving youth justice.

Still in its early days of implementation, numbers of referrals, and the breadth of responses in Glasgow, have risen. Systems to monitor the impact have been put in place, with the expectation the outcomes will reflect the national picture, where **Diversion from Prosecution has been shown to reduce offending levels and improve life outcomes for young people.**



Tom Jackson, Head of Community Justice Glasgow commented "Delivery of Diversion from Prosecution for our young people has been through a number of changes in the last couple of years with both the service provider and process having gone through periods of change."

"Over 2018-19, the responsibility transferred back to Youth Justice Social Work Team. This flux is likely to have contributed to both the decrease in the numbers commencing the programme and successful completion rate."

"As Andy has noted, there was a recognition that a new approach was needed to improve the breadth of support available to cope with the changing nature of crimes committed by young people in our City."

"I am confident this revitalised approach, with delivery of interventions being taken forward with a range of 3rd Sector partners, who are skilled and experienced in supporting people to deal with the range of issues identified, will instil renewed confidence at the Procurator Fiscal Service to refer more young people for Diversion from Prosecution."

	Referrals from COPFS	Commencing Programme as % of attended initial screening	Successful Completions	% Successful Completions
2015-16	248	91.0	84	92.3
2016-17	146	54.0	40	74.1
2017-18	116	62.0	46	74.2
2018-19	105	53.0	31	58.5
Change 2018-19	-11.0	-9.0	-15	-15.7

ONE GLASGOW REFLECTING ON A JOURNEY OF UNDERSTANDING

By SERGEANT MICHAEL FLETCHER
Police Scotland, One Glasgow Hub Supervisor

Having recently joined the One Glasgow team in October 2018, I have been on a journey that has really opened my eyes to the great partnership work that goes on in the City to reduce offending and re-offending amongst our younger generation.

Writing this article has given me a chance to reflect on that journey and on why Glasgow's approach is widely viewed as a benchmark for other cities from across Scotland, the UK and further afield.

And to reflect on the role that One Glasgow plays at the local level, co-ordinating and monitoring our approach, advocating for and allocating resources to where they will be most effective and have the biggest impact - ensuring that we keep on top of this going forward. Over 2018-19 we had delegations visit to study our approach from Malmo, Toronto, Croydon and Bristol.

Having access to appropriate, up-to-date, data and intelligence, to proactively identifying and reach out to young people at risk of and/or getting involved in offending behaviour, at the earliest possible point, for me, is the biggest factor in One Glasgow's contribution to the impressive reductions in the number of young people in our City committing offences, re-offending, being convicted or re-convicted of crime (Table 1), seen across Glasgow in recent years, amongst our younger demographic.

These young people often come from backgrounds blighted by poverty, very unstable family circumstances, addictions, early childhood trauma etc. An article in the Economist [Cutting Edge – As knife crime rises in England](#), Police look to Glasgow (23 Aug 2018), noted that:

"[Police] Officers found that Glasgow's roughest areas were also its poorest, with the highest rates of addiction, domestic abuse and teenage pregnancy"

In the in same article, Scotland's former chief medical officer, Sir Harry Burns, told The Economist:

"..The greatest feat achieved in Glasgow had been giving young people a sense of purpose and hope."

Our partners are our biggest asset, providing the skills and expertise across a variety of services to reach out to our young people and meet the wide ranging, often complex, needs, and underlying drivers of their offending behaviour, giving them that sense of purpose and hope – **we could not deliver this on our own.**

The young people we connect with range from those who are at the very early stages of what could become a criminal lifestyle, referred for example, to the Early and Effective Interventions Team, often identified by education or coming to the attention of the Police for very low level offences or wellbeing concerns, **right through to those who are getting involved in the periphery of serious and organised crime or criminally violent behaviour – often fuelled by alcohol or drug misuse** being referred to, for example, Includem IMPACT or Action For Children's Side Step programme.

Table 1

Recorded Crime <25

All detected Crimes and Offences Group 1–7 Inclusive (Police Scotland Management Data Still to be confirmed & subject to change)

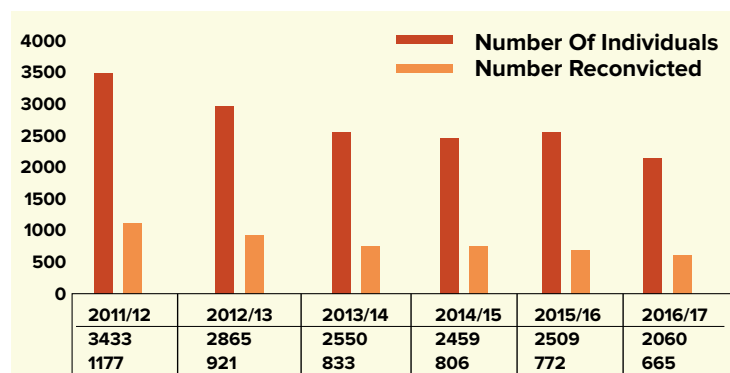
Age category	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	%Change 2017/18 2018/19	%Change Since 2012/13
8–15 years	3082	3558	3193	2742	3130	3720	3903	4.9	2.7
16–18 years	3518	3488	3075	2925	2630	2300	1817	-21.0	-48.4
18–21 years	6481	5908	5331	4768	4426	3552	3355	-5.5	-48.2
21–25 years	9485	9033	7980	6875	6048	5069	4681	-7.7	-50.6
Grand Total	23286	21987	19579	17310	16234	14641	13756	-885* -6.0**	-9530* -40.9**

*Change in number of crimes recorded between periods

**Change in % of crimes recorded between periods

Table 2

Reconvictions - from a high of 3,433 young people being reconvicted of a crime or offence in 2011/12 to a low of 2,060 in 2016/17



IMPACT FOR YOUNG PEOPLE

There are many examples of how this support has helped young people to turn their lives around. One that inspires me is that of a young person, supported by a Peer Mentor, who had himself grown up in the world of serious and organised crime, from one of our partner organisations, the Side Step Intervention Service by Action for Children.

Serious and organised crime is an issue which disproportionately impacts those who are more vulnerable within communities, particularly in areas where social and economic disadvantage is prevalent.

A multi-agency partnership initiative was set up to divert young people away from serious and organised crime in 2 specific areas of Glasgow (Possilpark and Govan) due to prevalence of need and active Organised Crime Groups – so far, it is the only project of its kind in Scotland.

The service worked with 49 young people and 20 family members from April 2018-March 2019 with a:

- 94% engagement rate; and
- result of those who engaged, only 9% continued to offend.

One of Side Steps Peer Mentors and one of their young people completed a triathlon to raise funds for a summer programme of activities for service users. The triathlon consisted of kayaking from Largs to Great Cumbrae, a 3 mile run and a 10 mile bike ride around the island. This proved to be a perfect experience for both.

Side Steps young person had engaged with the intervention for over 2 years and was at a point in his journey where he had aspirations to join the army. Training for a triathlon complimented his preparation for this application and gave him a real belief that he could cope with the physical demands.

Side Step Intervention Service Coordinator, Steven Gechie commented:

"The passion shown by both not only to set this up but to follow it through to completion has been inspirational and resulted in an incredible £1500 being raised for the service. This money has been used to enhance the structure and opportunities on offer throughout the summer period. It has directly benefitted 15 of our young people and given some of them access to experiences that are otherwise out of their reach. It has been a great example of solution focussed action and participation."

The Peer Mentor is progressing through his 12 month Community Jobs Scotland post in what is hopefully the first step in a long career bolstered by the support he received as a service user following sentences at HMYOI Polmont.



ONE GLASGOW IN SUMMARY

In summary the role of One Glasgow in its day to day operations is to:

- identify young people involved in or at risk of involvement in offending;
- refer them to an appropriate service – dependent on the level, nature and frequency of their offending;
- monitor progress and outcomes;
- support our partner services with up to date information and data to aid decision making.



For a more in depth insight into our day to day operations you can view our presentation [HERE](#)

Some of the other work that we have been involved in over the year included sharing the learning from the One Glasgow approach and in making new links to services to continue to ensure that we have a full range available. This is just a few snapshots:

TRIP to BRISTOL – Sharing the Learning

On 8th May 2019, Inspector Alan McDaid and I were invited by Avon & Somerset Police to join Community Leaders, Education, Health organisations and Charities for a Serious Violence Summit jointly hosted by Avon and Somerset Police and Crime Commissioner (PCC) in a bid to tackle serious violence.

To an audience of over 200 people, Alan and I discussed Glasgow's journey from the most violent city in Western Europe to one of the safest, and all the good work undertaken to remove this infamous tag. They discussed Campus Police Officers, Positive Outcome Project (POP) and the One Glasgow Reducing Offending Project; all highlighting the fantastic partnership work that is undertaken in Glasgow.

ROSA – Building new partnerships

One Glasgow already has fantastic relations with a multitude of partners. We are always looking to work with different agencies to improve the suite of possible interventions available.

One Glasgow has started working with the ROSA Project (Reducing Online Sexual Abuse) which was established by [Stop It Now!](#) Scotland in July 2018. The project provides an early intervention programme targeting children and young people in Glasgow aged between 10 -18 involved with problematic or harmful online sexual behaviours.

ROSA is a demonstration project designed to deepen our understanding of how and why young people act in sexually abusive ways online and when and why this comes to the attention of adults.

ROSA currently works individually with 21 young people and works with a number of schools throughout the Glasgow area and are happy to receive referrals from any sources.

For more information on ROSA click [here](#)

EMPLOYABILITY – CHOICEWORKS

– EVEN POSITIVE PATHWAYS CAN BE SLIPPY

By DEREK BROWN

Service Manager, Community Justice – ChoiceWorks,
Neighbourhoods & Sustainability



In last year's [Annual Report](#) we recounted the great results we had through community based partnership work with Govan Housing Association, One Glasgow and a number of local partner agencies. The young people involved in that work have now built their own resilience, confidence and skills to retain employment and now take pride in the community they once disrespected.

This led me to think about the difference that the ChoiceWorks programme makes to the communities that benefit from the work undertaken and the individuals who are disengaged, involved in the criminal justice system and marginalised from their communities and society in general for varying factors.

ChoiceWorks, a European Social Fund (ESF) Employability Programme, engages with people aged 16 years and over who are

not in education, training or employment and have an offending history. The programme focus is to support clients to make the transition into employment, education or training and cease or significantly reduce their offending – becoming more positive citizens.

This is not about 'rewarding bad behaviour' or 'providing opportunities that other people do not get', as is often reported in the media. The hard working, dedicated team at ChoiceWorks, strive to provide some equality of opportunity for people, who for one reason or another, have experienced one of a number of barriers in their life such as deprivation, difficult relationships, addiction, mental and physical health, which has led to a lack of opportunity and may have caused the individual to offend. By providing the necessary support to re-direct someone onto a more positive pathway, we benefit not just the person themselves but the communities in which they live and hopefully break the cycle for the next generation. Over 2018-19, the team supported 79 individuals to address their offending behaviour and help them find ways of coping with the triggers of offending.

That said what better way to convey a message than through the personal journey of someone who has come through the other side:

Frank's Story - real name has been changed for the purpose of this article

Frank was an individual who first got involved with the ChoiceWorks programme via the joint Modulus initiative with a local Housing Association. He undertook a number of intervention sessions which brought about discussions around Consequential Thinking, Impact on Others and Cycle of Change, amongst other thought provoking sessions.

Frank progressed onto a supported 12 week work placement before gaining a post within the Housing's HomeTeam; undertaking local cleaning & repair tasks within the local community in which he was previously committing crime. This was funded by an external employability fund and was a successful period of employment which again led to Frank being given a full time post within the Housing Association.

Unfortunately, as with some previous ChoiceWorks service users, Frank failed to fully break away from his world of criminality and subsequently lost his position within the Housing Association.

Sentenced to a Community Payback Order with Unpaid Work, Frank carried out his Unpaid Work with Glasgow City Council's Neighbourhoods & Sustainability (NS) Payback Service. Through close partnership working between ChoiceWorks and NS, Frank was given an opportunity to link back in with his ChoiceWorks Intervention Officers. They agreed, once more, to support him to hopefully make positive changes to his lifestyle and to progress into training or employment.

Following further discussions around his slide back into offending, it became clear that Frank had become extremely regretful that he had lost his employment, which he thoroughly enjoyed, as he felt pride from gaining a job as well as the financial mechanism to support his young family.

ChoiceWorks staff understand that people need to be fully ready to change their negative ways and that they may well, through ongoing external issues fall off the positive path.

Following an introductory meeting with a building construction company, arranged by the Heritage Trust, Frank gained a work trial which has recently resulted in him being offered a 6 month contract as a Landscape Gardener at their Helensburgh project.

Frank is determined never to slip back into criminality. He accepts that he has been given an exceptional opportunity within a company that has shown a genuine interest in developing him and he has now been given an extended contract, been put through a number of training course paid by the company, more responsibility and a wage increase.

'Sometimes people just need patience, encouragement, something to hope for, someone to believe in them and a little bit of extra help & support that has not always been present in their past' Derek

ChoiceWorks is delivered by a multi-disciplinary team made up of intervention, case management, vocational and employability staff.

STICKIBILTY TRANSFORMING LIVES

By KIM MCGINELY

Team Manager, Includem IMPACT

Through close partnership working with the One Glasgow Team, Includem IMPACT have continued over 2018-19 to successfully engage with and support 16 young people from the 18 referred to the service by One Glasgow.

Of the 16, 5 have successfully completed with a further 4 being referred onto Glasgow City Council's Youth Justice Intensive Support & Monitoring Services for continued support, 1 has been remanded to custody, 2 disengaged with the service (but were not offending at the time) and 4 are still currently working with Includem IMPACT.

Although not large numbers, these young people can be particularly violent and cause significant harm in their communities, often committing multiple, alcohol-related offences. Providing the right support to break this cycle, really getting to know someone and their situation, is key in turning things around, both for the young person and for the communities that are impacted by their behaviour.

David's story is a perfect example of how taking the time and instilling self-belief, can turn a young person's life around:

David was 20 years old when he was referred to Includem. He had a history of repeat offending and violent crime and had served time in Polmont twice before. Now he was in breach of a Community Payback Order he was serving and was waiting to be sentenced for another offence.

Openly abusing alcohol and drugs, David had PTSD, anxiety and anger management issues, and his home life was described as 'chaotic'. If David didn't turn things around soon he would most definitely be facing a custodial sentence.

Years of mistrust of statutory services meant that David was initially reluctant to engage with the Includem workers. But stickability is at the core of what Includem do – David's workers never gave up on him. Their persistence paid off and David began to open up, helping them to understand how he had got to this place.

On a practical level, we helped him address the issues he was having with his community sentence. There had been growing friction between David and others on the service, leading to David racking up further offences. David was also frequently turning up late, in large part because he was struggling to afford the two bus fares to get to work for the 9am start. So, we directed him to access the vouchers needed to help with travel costs, and we agreed to meet him there on the days identified as being most problematic. We also spent time working on his anger management to help him through these issues.

David was supported to address his alcohol and drug use, and to understand the link between his substance misuse and his mental health and offending.

Despite previous efforts by David to complete employability programmes he was placed on, he had yet to complete any. David's Includem workers knew that in order for him to fully engage with something, he had to be interested in it. David's two great passions were football and, more specifically, Celtic FC. So, Includem managed to get David a place on the Celtic Foundation Employability programme. He loved it, never missing even one session. Now David has a completed course under his belt, is job-ready and is looking for further job and training opportunities.

Finally, ensuring David had a supportive home environment that would enable him to sustain the positive changes he was making was essential. Includem supported David to rebuild relationships with his family, particularly his mum, as well as spending dedicated time with them to help them understand how they could better support David.

In just 11 months, the progress David has made is incredible. He has been helping with recruitment at Includem, has volunteered to coach football at the Includem Fun Day, and has even met with the First Minister!

Crucially, David's achievements have not gone unnoticed by the Sheriff, who chose not to give David a custodial sentence, but two years supervision and 200 hours of community payback - another positive step in breaking the cycle of reoffending.

Although David's challenges are not over, he now has a belief in himself that he has never had before – the future is looking bright.

This stickability and work of the Includem team has not gone unnoticed by the Care Inspectorate during a recent inspection, looking at 'Care and Support' and 'Management and Leadership'; the Inspectorate met with young people, carers, social workers, service managers and members of the staff team. The final inspection report concluded that Includem had been graded "Excellent" for the third year in a row for their care and support for young people and families. Includem Chief Executive, Martin Dorchester commented:

"The Inspectorate was particularly impressed by the impact of Includem's work with young people on the fringes of criminality noting in their report the huge impact that our work with Police Scotland's One Glasgow initiative had - when the police identified and referred young people to Includem within Glasgow - offending rates reduced by half.

To gain such recognition from the inspectorate is a reinforcement for us that our intensive, trust based, one-to-one approach to supporting young people facing difficult challenges in their lives really does help transform their life prospects.

The most telling and powerful aspect of the report is the many incredible quotes from young people and families, which serve as a reminder of why we do what we do. There are many and I would encourage you to [read the full report](#)."

FORMULATING A UNIQUE SERVICE IN SCOTLAND

By **LIZ SIMPSON**
Service Manager, Glasgow City Council, Intensive Support & Monitoring Services

Table 1 - The Whole Systems Approach for young people which comprises:

Early and Effective Intervention (EEI)	Maximising opportunities to divert young people from prosecution	Providing court support to young people
Increasing community alternatives to secure care and custody	Managing high risk	Improving reintegration and transitions back into the community

Too many people who have been through the care system end up in the criminal justice system and prison. According to [evidence collated by the Scottish Government](#):

- prisoners are 13 times more likely to have been in care as a child;
- 63% of young people have substance misuse issues on admission to prison;
- of all prisoners 80% have the writing, 65% numeracy; and 50% reading skills of an 11 year old; and
- 25% of these young people have clinically significant communication impairment.

“Tackling the causes and effects of offending by young people is key to building safe and strong communities, within which Scotland’s future generation can fulfil its enormous potential.”

As part of a package of services to support the Whole Systems Approach for young people (see table 1), the Intensive Support and Monitoring Service (ISMS) has developed a model of Team Formulation alongside its multi-agency partners in Forensic Child and Adolescent Mental Health Services (FCAMHS) and Education Services. It remains the only developed service of its kind in Scotland working with youth who pose a significant risk of harm to themselves and others

Formulations are unique and consider how an individual’s difficulties arise and are maintained in the system that surrounds them, as well as their wider environment.

In a recent research review of the formulation process by FCAMHS they surveyed a host of participants in the formulation meetings, including ISMS staff, locality Social Workers and managers, Health staff and Teachers. Professionals reflected that formulation increased their awareness of challenging behaviour:

“In my experience, formulation has helped create meaning of what is often a complex and layered narrative for a young person. Furthermore, by taking the facts of a case, I have found formulation an arena where perhaps both mine and others’ well-meaning but poorly judged ideas about clients (and therefore workers’ current practice) can be challenged in a constructive and positive manner, ensuring the team perspective of the problems a young person is experiencing and how best to tackle these in a more singular and cohesive one.”

Professionals also reported that the multi-agency formulation process increased their confidence in working with young people and families.

The most positive impact of the formulation process appeared to be on staff confidence, staff reported:

“It enabled the multi-agency team to develop a fuller understanding of risk, and ways of managing risk, taking into consideration the social background of the individual concerned, whilst recognising the adversity and potential harm embedded in the professional network of care and support. The agreed formulation came at a critical point for both the young person and the multi-agency team”.

A recent education evaluation highlighted a significant increase in engagement with learning due to a new individualised/ formulation informed approach.

- Prior to our model beginning in 2012 our attendance rates at our base stood at 40%.
- In 2017/18 our attendance was 73%

These figures are striking and show the value of our approach - given that the young people we are talking about are so disengaged from education.

Education attainment levels dramatically increased over the period. In a sample of 24 young people taken in the last education session 16 were receiving support from positive destinations including training, mainstream supports and further ISMS education support.

REDUCING SECURE CARE

As a result of the ISMS multi-agency intervention the use of secure care in Glasgow has significantly decreased in recent years (see chart 1) as the service manages to support young people within their community.

Although the number of admissions rose from 15 in 2017/18 to 20 in 2018/19, this was in part down to 5 individuals having been admitted twice each over the period. A significant improvement on the 77 admissions for 56 young people over 2010/11 just prior to the models implementation.

The young people in ISMS all have the opportunity to receive a mental health assessment. Results taken over a recent evaluation found that:

- 88% of the young people took up the mental health assessment option.
- 50% of the young people received further ongoing FCAMHS support as a consequence of the multi-agency formulation, of those:
 - 32% received a cognitive assessment;
 - 37% ongoing risk management formulation;
 - 21% individual psychological work; and
 - 10% Autistic Spectrum Disorder assessment.

All highlighting the importance of the mental health work within the ISMS population and the important impact of the multi-agency working.

The Scottish Prison Service Survey of Young People in Custody (2015) found that 1 in every 3 young people in prison in Scotland had been in care at some point in their lives. It makes sense that meeting young people’s mental health and wellbeing needs, which is known to be a key factor in reducing the risk of a lifetime of declining health and reduce the likeliness of escalating criminal behaviour, should always be a key focus for our partnership.

Focussing on the Future

With a notable rise in recorded crime over the past 3 reporting periods for 8-15 year olds (see chart 2), and in both the number of young people and number of offences referred to the Scottish Children’s Reporter Administration (SCRA) **(see table 2)**, our approach will be crucial in managing these young individuals going forward.

We do not yet have a clear picture of what is driving these increases, we do know that there is a strong link between deprivation, inequality and crime. Recent economic factors are likely to offer some explanation, but we need to fully understand what other factors are contributing – **this will be a key focus of the One Glasgow and the Youth Justice Strategy Group partners going forward. See figure 3**

Court Support & Re-integration Post Custody

For those young people who do find themselves going into the prison system, the Whole Systems Approach also advocates for providing Court Support and services supporting reintegration back into the community. Both the Glasgow Court Support Service and STARS - our Supporting Transitions and Reintegration Service are well established in Glasgow.

Over 2018/19 our Court Support Service supported 239 young people, 10.1% more than in 2017/18. Of those 185 (56%) were provided with additional support - signposted to other services to meet their sometimes complex needs, that were underlying and driving their offending behaviour.

Our STARS Service engaged with 40 individuals over 2018/19, 10 more than in 2017-18, with 18 of those continuing with support post liberation. *Only 2 individuals were returned to custody during the reporting period.*

For the 40 who engaged with the service, there were encouraging signs of improved outcomes including:

- 5 being assessed as having an appreciable reduced risk;
- 5 going into training or employment post liberation;
- 14 recorded as having stable accommodation – living with friends or family post support; and
- 1 moving into supported accommodation.

Chart 1 Number of Admissions to Secure Care & Number of Young People Admitted

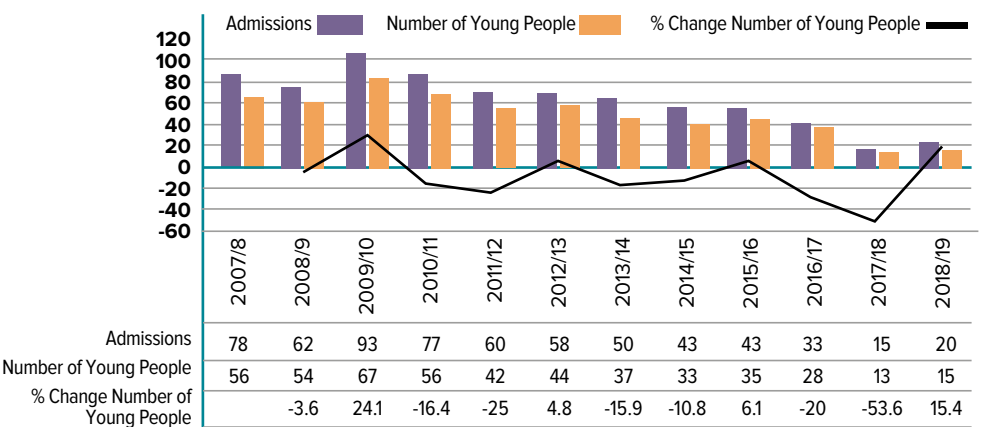
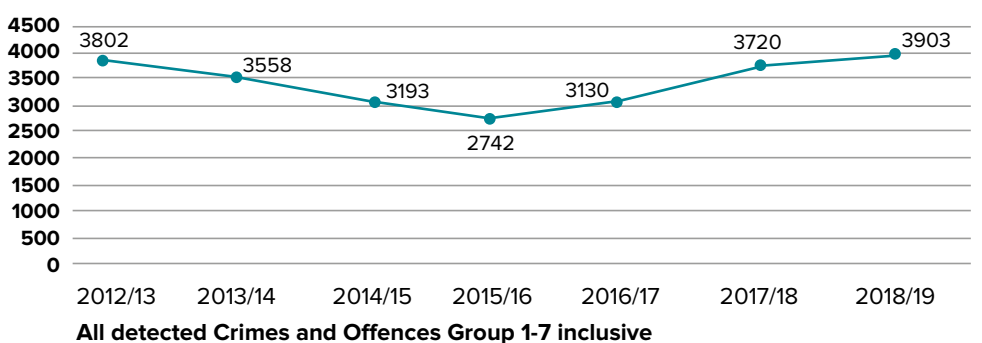


Table 2 Referrals to children’s Reporter

	2015/16	% Change	2016/17	% Change	2017/18	% Change	2018/19	% Change
Children Referred	396	-29.7	441	11.4	426	-3.4	436	2.3
Referrals (number of offences)	994	-30.1	1240	24.7	1614	30.2	1699	5.3
Average number of offences per YP	2.5		2.8		3.8		3.9	

Chart 2 Recorded crime 8-15 year olds (2018-19 data is from Police Scotland Management Information and subject to change)



SPOTLIGHTING NEW APPROACHES TO HOMELESSNESS & REDUCING RE-OFFENDING IN GLASGOW

By KAREN BAXTER
Policy Officer (Community Justice), Community Justice Glasgow

Suitable accommodation is one of the key known protective factors in reducing re-offending and is one of the objectives (11) set out in our [Community Justice Outcome Improvement Plan 2018-2023](#) (CJOIP). The evidence base set out in the CJOIP suggests that housing instability and homelessness is a major issue that can affect the likelihood of an individual to reoffend. Between 2007 and 2016 it was found that the highest reason for those leaving prison failing to maintain accommodation was because of criminal or anti-social behaviour.

Temporary accommodation outcomes for individual's applying to homeless services following release from prison were high compared to other groups of applicants e.g. single-parents. This environment by its temporary nature and myriad client group can surround individuals released from prison with those vices/issues which they are trying to overcome thereby providing opportunity to return to chaotic lifestyles and reoffending.

Further, the temporary accommodation environment is not conducive to facilitative factors in prevention of reoffending such as maintaining contact and visits from family (particularly with children), establishing stability in health, employment, and access to benefits. Additionally, individuals placed in temporary accommodation and without access to a stable postal address will be challenged to attend job interviews, appointments and may lose out on opportunities that would provide stabilising effects and [reduce the risk of reoffending](#).¹

Providing prison leavers with stable and permanent accommodation supports a focus on their recovery, rehabilitation and reintegration into the community and as a result will help to prevent reoffending.

Rapid Rehousing Transition Plan - As part of [Glasgow Rapid Rehousing Transition Plan \(RRTP\)](#), submitted to the Scottish Government in December 2018, Glasgow Health and Social Care Partnership (HSCP) developed a vision for the city where homeless people access settled housing at a rapid pace, and with flexible, personal support services which enable housing sustainment and long term success.

To achieve this vision, one of the delivery methods will be the expansion of the [Housing First model](#) in the city. This approach will benefit people with multiple complex support needs beyond housing, and will be a first response for people with complex needs and facing multiple disadvantages.

Housing First recognises a safe and secure home as the best base for recovery. It offers personalised, open-ended, flexible support for people to end their experience of homelessness and address wider needs. It separates the provision of housing and support, offers choice and control to tenants and works to the principles of harm reduction, as illustrated by the Housing First principles:

1. People have a right to a home.
2. Flexible support is provided for as long as is needed.
3. Housing and support are separated.
4. Individuals have choice and control.
5. An active engagement approach is used.
6. The service is based on people's strengths, goals and aspirations.
7. Harm reduction approach is used.

The expansion of Housing First relies on a partnership approach and involves support of several organisations including The Salvation Army, Wheatley Group, Social Bite Consortium, City Mission and Simon Community Scotland. The HSCP Housing First service offers individual tenancies with bespoke, assertive outreach support packages delivered by The Salvation Army. The support element of Housing First is in no way dependent on or affected by the housing situation of the homeless person and will be available for up to 2 years, however, based on the principle of flexible support, it can continue beyond this. The Wheatley Group have committed 75 tenancies for this project with financial support for furnishing for all Housing First households provided by Social Bite.

Prior to the RRTP, the HSCP Housing First Project had already piloted this approach in the city and enabled 27 individuals to access their own tenancy with intensive support, with capacity for a further 48 Housing First tenancies with intensive support packages.

The model will be expanded to include a further 78 Housing First tenancies with support provided via the Social Bite Consortium and will be extended to include additional Housing Associations in Glasgow.

In addition to the 153 Housing First Housing Association tenancies provided to the HSCP Project and the Social Bite Consortium, City Mission and Simon Community have acquired an additional 25 tenancies via the Private Rented Sector. [Turning Point Scotland](#) has also provide a Housing First service within the city for several years, with 37 individuals receiving a Housing First tenancy package since 2010.

Those with a history of offending are considered particularly at risk of homelessness and there will be a review of pathways for those who have offended as part of the first year of activity in the action plan on the RRTP.

Those leaving prison make up a significant number of homeless applications in the city, accounting for 404 (71%) of the total homeless applications in 2018/19 and are more likely to make repeat Homeless Applications 110 cases (27.5%) of total repeat applications in 2018/19. Many lose contact after the initial homelessness assessment (166 cases, 18%) in 2017/18, and are less likely to have an outcome of a Scottish Secure Tenancy (87 cases, 18% of all prison leaver outcomes in 2017/18). They therefore form a key priority group within the Glasgow RRTP.

To help mitigate this, the HSCP will continue to operate the specialist prison discharge team, located in HMP Barlinnie whilst providing an outreach service to all Scottish prisons for Glasgow residents. This team will work to ensure people leaving prison are not excluded from housing options that are available to those in the community.

This short video provides an overview of the Glasgow City Health and Social Care Partnership- Inter-agency Housing First Development.



CASE STUDY FROM RRTP BELOW:

Glasgow City Housing First Pilot 2018

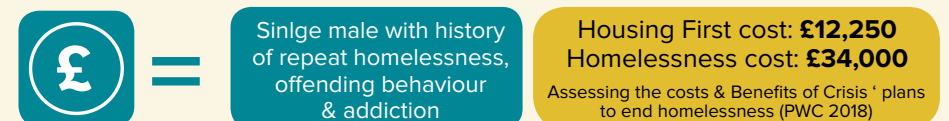
Alan (38): 24-year history of drug & alcohol addiction

- Repeated periods of homelessness (in and out of hostel provision)
- Recent 9-month custodial sentence
- 2 year period of stability, but relapsed due to lack of support

Since Housing First

- Sustained tenancy with support to manage bills, debts & door management
- Ceased using Heroin & Valium and ready to stop using alcohol
- Engaging better with support services & ready to rebuild family relationships

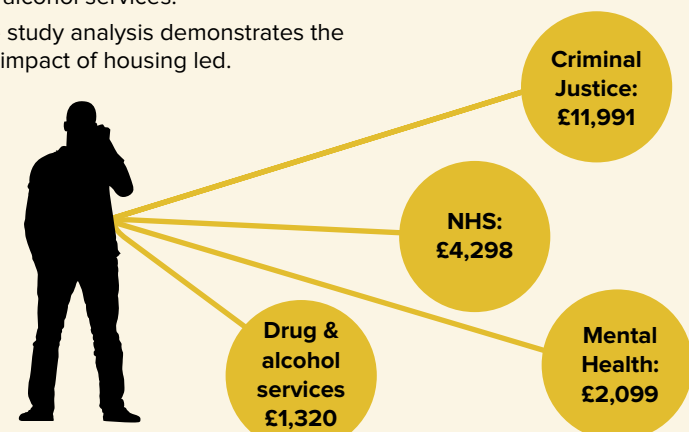
Alan has sustained tenancy, stabilised addiction, is engaged with services & is now focused on rebuilding family & social network



Alan's case study highlights the massive impact of Housing First not just on the lives and experiences of the most complex and disadvantaged service users in Glasgow, but on the huge reductions in public expenditure that be achieved by shifting resources from managing failure demand to a preventative housing-led approach.

The reductions in public expenditure are not solely focused on homelessness services but also generate substantial savings for criminal justice, the NHS, mental health and drug and alcohol services.

This case study analysis demonstrates the powerful impact of housing led.



City Ambition Network - The City Ambition Network (CAN) is a partnership which was initially formed in 2015 by Glasgow City Mission, [Simon Community Scotland](#) and [The Marie Trust](#), with the Health and Social Care Partnership (HSCP) and [Turning Point Scotland](#) joining soon after.

CAN's vision is that no one should ever need to sleep rough and that people should be at the heart of services. Its approach is to provide real long-term solutions, rather than a crisis response. The partnership works with the most excluded and vulnerable people including those recently discharged from hospital, people leaving prison and people who are rough sleeping, at risk of rough sleeping or in emergency, temporary accommodation. Many of the people that CAN work with have been homeless or otherwise vulnerable for many years.

The initiative provides a consistent and person-centred approach across all of the organisations involved in the partnership and will stick with people to provide support and find solutions. The strength of the partnership is that there is a network of services which ensures that people can be connected with the resources they need. Staff are also given freedom to work

differently to provide solutions and do things that work for people. This approach has already resulted in significant improvements for the people involved, but there is also a recognition that it will take time for people to make positive changes in their lives and trust staff. Therefore, a trauma informed approach is used.

CAN has also been recognised by the [Scottish Social Services Awards](#), and in June 2018 were crowned winners in the Silo-Buster category, for its ground-breaking model of working, breaking down barriers between organisations and ensuring clients receive the best possible service.



Glasgow City Ambition Network
Simon Community Scotland
The Marie Trust
Glasgow Health and Social Care Partnership
Glasgow City Mission
Turning Point Scotland

¹ (Scottish Government Social Research Paper - Housing and Reoffending, Supporting people who serve short-term sentences to secure and sustain stable accommodation on liberation, 2015, pg.14).

COMMUNITY PAYBACK ORDERS EXPLAINED – A COURT SENTENCE AND A PUNISHMENT, BUT AT ITS BEST CAN BE MUCH MORE

By **TOM JACKSON**
Head of Community Justice Glasgow

The Criminal Justice and Licensing (Scotland) Act 2010 was the largest piece of legislation introduced into the Scottish Parliament at the time, dealing with alcohol misuse, the Sentencing Council, community payback orders and the presumption against short prison sentences (of 3 months or less).

Through this legislation, the **Community Payback Order (CPO)** came into force in **2011**, designed to ensure that those convicted of an offence payback to society in two ways. First, by requiring an individual to make a reparation, often in the form of unpaid work. And second, by requiring them to address their offending, thereby improving the safety of local communities and providing positive opportunities for their own future.

The CPO provides sentencers with a range of options to enable the reparation and reintegration elements of the sentence. There are a number of key features of the community payback order:

- It is a sentence.
- It is an alternative to custody; but courts are also be able to impose a community payback order as an alternative to, or in addition to, a fine.
- Where the law would previously have imposed short jail terms on minor fine defaulters, courts can impose a community payback order.
- A court may schedule periodic reviews to check an individual's progress.
- A court can discharge an order early, in circumstances where an individual has made highly positive progress.

- If an individual breaches a CPO, the court can vary the order to impose new or different requirements, or revoke the order and impose a custodial sentence or another disposal.

The most common component of CPOs is unpaid work in the community. The focus of unpaid work is generally on enhancing areas of Glasgow nominated by local people and community groups. Individuals have shovelled snow, cleared parks, painted buildings and otherwise made positive contributions to their communities of over 125,000 hours in 2018.

Recognising the importance of community within the sentence, legislation requires the local authority to ensure a visibility of CPOs, and to carry out an annual consultation. In Glasgow visibility is enhanced through a range of public activities, including the use of press and social media, working directly with individual communities, publicising the outcomes of unpaid work and regular public "visibility events", with two held in 2018/19 (June 2018 and March 2019).

Visibility events organised by the Glasgow City Health and Social Care Partnership and Community Justice Glasgow recognise the many partner organisations across Glasgow which support and benefit from CPOs, including providers of "Personal Placements". These Personal Placements allow individuals to fulfil the terms of their Community Payback Order (CPO) in a more individualised setting, generally with a small community or charitable group, and to gain experience in a positive work environment. **Through the regular visibility events,**

interested members of the community are able to participate alongside an expert panel to discuss CPOs in Glasgow, the opportunities and the impact for individuals completing sentences, for staff supervising them and for communities. The panels include representatives from organisations which supervise unpaid work, Social Workers involved in making placement arrangements and individuals who had carried out Unpaid Work within a personal placement.

The Glasgow use of a panel discussion is an opportunity to provide fresh perspectives on Unpaid Work. These "visibility" events have been running since 2012, and past panels have provided a way of exploring CPO use within Glasgow, as well as raising the profile of the positive contribution of CPOs, and staff, to individuals and to the wider community.

In 2018 Community Justice Glasgow commissioned a short film, profiling the role, function and impact of CPOs in the city through the charity, Street Cones.

The film includes a short story and interviews with politicians and individuals carrying out unpaid work. With filming completed early in 2019, it is planned for release to the public and to targeted groups in the autumn. Read what Cabinet Secretary Humza Yousaf, Cabinet Secretary for Justice had to say about CPOs. [Click Here](#) ▶

The CPO is a court sentence and a punishment, but at its best it can be much more. By working with trained staff, unpaid work can be used to help an individual address problems linked to her or his offending. Social Work staff and partners can help individuals to use the sentence to improve skills, and for some it may even improve chances towards employment. This can further reduce the likelihood of reoffending, leading to a safer Glasgow.



–DELIVERING £1MILLION + OF COMMUNITY BENEFIT THROUGH UNPAID WORK IN 2018-19

By **MARGARET SMITH**
Policy, Planning & Development Officer, Community Justice Glasgow

In last year's **Annual Report** we gave readers an overview of **Community Sentences** and their role in providing better outcomes for communities, individuals and the public purse, when compared to short-term prison custodial sentences.

Contributing towards achieving communities where fewer citizens experience and are the victims of crime is at the heart of our Community Justice Glasgow Partners' desire to reduce re-offending in our City.

There is a logic to Community Justice Glasgow prioritising the promotion of Community Sentences for people who have committed relatively low tariff offences, which would normally attract a short-term custodial sentence. The benefits cut across community, individuals and financial perspectives including:

- **For communities:**
- **Less likely to be reconvicted** (see chart1) of a crime following completion of sentence = less offending & safer communities for everyone.

- **For individuals:**
- **More opportunity to address the underlying drivers of offending** behaviour, getting the support to move away from criminality onto a more positive pathways in life = reduced re-offending/reconviction = safer communities for everyone.
- **For the Public Purse - More cost effective:**
 - Unit cost of a Community Payback Order costing approx. 20% of the cost of a short term custodial sentence of < 3months;
 - Approx.10% of the cost of a 3-6 month custodial sentence;
 - **= more public funding that can be used for other services** or to invest in earlier interventions to keep people away from the criminal justice system.

Throughout 2018/19, Glasgow City Council Neighbourhoods & Sustainability & SACRO alone supervised nearly 125,000 hours of Community Payback Unpaid Work in Glasgow delivered by people serving their sentence in the Community; calculated at the national living wage of £7.83 for the year, that equates to just over **£1million of community benefit from Unpaid Work.**

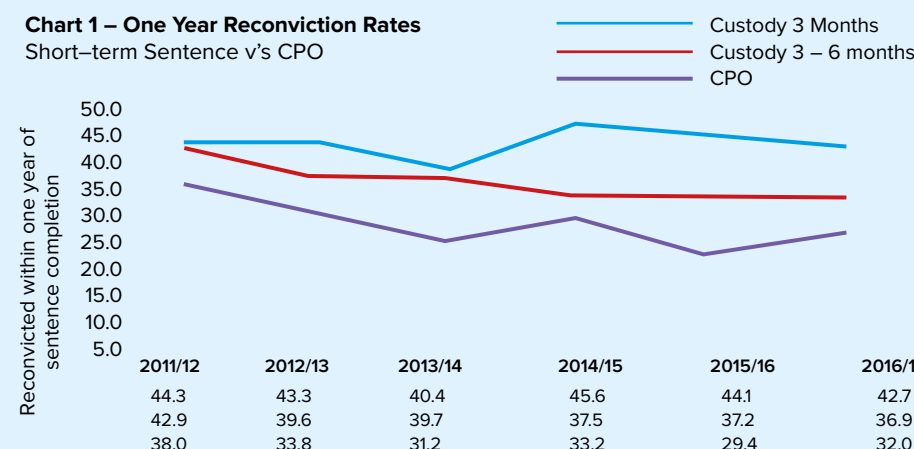
This work often goes unseen by the public; Community Justice Glasgow Partners now have a communication strategy in place to make this more visible to communities and aim to build a better understanding of the benefits of a Community Sentence.

Community Payback Unpaid Work, amongst other things, delivers environmental enhancements in communities, charity work and work for

individuals to improve their lives - people who could not otherwise afford the cost. This is work that would not be carried out by public services or by paid employment.

The following articles highlight some of the benefits to communities and the people who live in them and to the individuals serving a community sentence in turning their lives around – this is just the tip of the iceberg!

Chart 1 – One Year Reconviction Rates Short-term Sentence v's CPO



– CHANGING ROOMS FOR A BRIGHTER LIFE



By ASHLEIGH TAYLOR

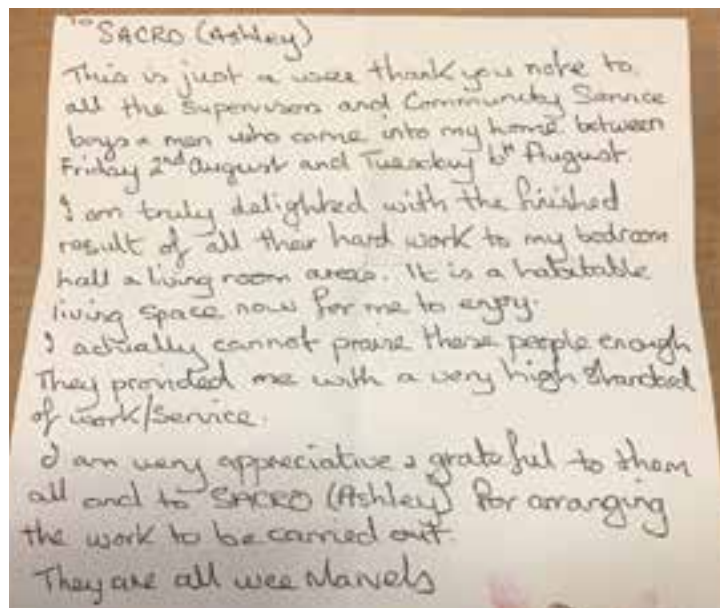
Community Payback Co-ordinator, Sacro Glasgow

Recently Sacro Community Payback Service carried out unpaid, work painting and decorating a woman's property after being unable to do this herself due to ill health. A total of 23 placements attended the property over 5 days providing 35 hours of unpaid work back to the community.

If these placements had been paid minimum wage, this would have totalled £6609.05, money the individual would not have been able to afford.

During the job, placements decorated the client's living room – painting walls and ceiling as well as wallpapering a feature wall. They also glossed all the woodwork within the living room, lined then painted the client's hallway walls and ceiling and glossed all woodwork and doors.

A week after completion a letter arrived and it was from the client who wanted to show her gratitude and appreciation for the work that Sacro Community Payback Service provided. *See below for letter.*



– DIGGING OUT THE BARRIERS TO EMPLOYABILITY AND SOCIAL INCLUSION



By ASHLEIGH TAYLOR

Community Payback Co-ordinator, Sacro Glasgow

Sacro's Community Payback Order Service in partnership with Glasgow City Council, Neighbourhoods and Sustainability Service and the Scottish Fire and Rescue Service has continued to play a key role in the development of The Garden Project.

Groups of individuals who are currently subject to an Unpaid Work Order as part of a CPO have been attending both Tollcross and Govanhill Parks to improve and maintain facilities.

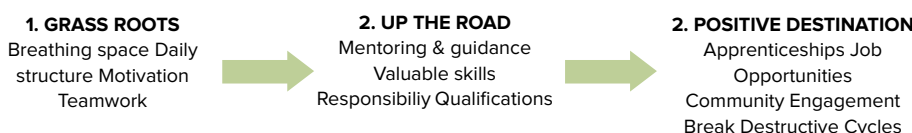
The project provides individuals aged 18+ who face barriers to employment and social inclusion the opportunity to learn and develop new skills. Delivered in three steps which are designed to ease individuals into a routine and gradually build confidence, structure, motivation and skills, the project helps those serving a Community Sentence to improve their mental health and physical health whilst paying back to the community. **These outcomes are key in moving people, often furthest removed from the labour**

market, towards employability through opportunities for volunteering, work experience, apprenticeships or paid employment, and most importantly - **a future away from offending.**

The Sacro CPO team has made significant improvements within the Hidden Garden area, including the laying of a new path to improve access. Volunteers from CPO have built raised beds and installed these within the food growing compound.

CPO staff and volunteers have designed and created a "welly garden" by repurposing used boots and created ornamental planters which have been installed within the compound area.

Glasgow City Council, at their Personal Placements Recognition Awards 2018, commended the project, recognising the opportunities provided, supporting improved wellbeing, equality of opportunity and more positive citizenship for those involved.



Incentives: Scottish Vocational Qualifications, achievement certificates

– AN INDIVIDUAL'S STORY



By ASHLEIGH TAYLOR

Community Payback Co-ordinator, Sacro Glasgow

STRUCTURING A MORE PRODUCTIVE LIFE AWAY FROM OFFENDING

J is a young man who came from a good family background. However in his teenage years his parents split up which resulted in J's mum becoming depressed and turning to alcohol misuse. Due to this J as a young boy became his mum's carer. Through the stress of him being responsible for his mother J used alcohol to cope and this resulted in his offence being committed.

J carried out a Community Sentence with an Unpaid Work Order of 160 hours at Sacro's Community Payback Service (CPS) after being convicted of assault, assault to injury and racially aggravated assault.

When J attended his first day he was extremely angry and his manner and attitude was that he did not want to be at Community Payback. Staff encouraged J to get involved and after a short period of time his behaviour and attitude changed and he quickly settled into the routine of Community Payback Service. During his time on his Community Payback Order he carried out Unpaid Work on several projects and became interested in painting and decorating. J expressed that he particularly enjoyed the painting and decorating **as it was giving back to those in the local community who otherwise would not be able to have the work done** without the Community Payback Service, due to various factors such as low income or illness.

Although he had a good childhood, through the separation of his parents and in turn him becoming a carer, J felt that he had no one to talk to and through the interaction with Sacro staff and the support they provided he felt he had become more open to discussing his issues rather than being frustrated which resulted in him being angry. He felt that being on a Community Payback Order with Sacro allowed him to be heard and valued. Throughout his journey on his Community Payback Order J has highlighted to staff the value of the community sentence, and the detrimental effect that a custodial sentence would have had on him and his family. J commented that:

"I now understand the importance of community sentences and how effective they are. Staff discussed and supported me to understand the different ways that I could remain having good routine in my life and introduced me to various organisations which could assist."

I have now successfully completed the vast majority of my Community Payback Order and recently gained employment with a large hotel chain. I believe this will help me to continue to have routine and I am eager to complete my remaining hours of unpaid work and get on with my life in a more positive way."

– MAKING LIFE A BIT SWEETER



By ASHLEIGH TAYLOR

Community Payback Co-ordinator, Sacro Glasgow

Sacro Community Payback Service received a referral from a nursing home. The referral highlighted that within the nursing home they had a tuck shop where patients and visitors were able to buy goods for a small fee. The request asked if it was possible for the service to build a mobile tuck shop, so that the staff in the nursing home could go around the rooms offering goods to those who were maybe unable to make it to the tuck shop.

100 hours were provided by 30 people serving community payback orders with unpaid work, placed under supervision with Sacro, as one of Glasgow City Council's commissioned services.

Using wood that had been previously donated, the mobile tuck shop was built and painted within Sacro's Community Payback Base. Once completed 5 placements and a supervisor attended the nursing home and presented the staff there with the finished product. Staff at the nursing home contacted Sacro to highlight the difference made having the mobile tuck shop, as those who were unable to use it before are now fully able to.



– GIVING PEOPLE A SENSE OF PRIDE & PURPOSE NEIGHBOURGOODS & SUSTAINILITY SERVICE

By LYNSEY WISEMAN

Operations Manager, Community Payback & Neighbourhood Enhancement

Over 2018-2019, people undertaking their Unpaid Work as part of a Community Sentence have been involved in many projects benefitting the community. What better way to show the benefits of Unpaid Work than with some examples of some of the work undertaken by those supervised by Community Safety Glasgow (now Glasgow City Council Neighbourhoods & Sustainability Service).

Malawi Appeal - In October 2018, Payback clients rolled their sleeves up and assisted in loading donated items for shipment to Malawi as part of the Rt. Honourable Provost of Glasgow – Councillor Eva Bolander's Malawi Appeal. Councillor Eva Bolander said *"I know that the team worked very well, and I believe that as a result of their efforts, more goods were loaded than might reasonably have been expected.... their efforts were greatly appreciated"*

The items included consisted mainly of humanitarian aid in the form of urgently needed medical supplies and equipment for use at hospitals as well as IT equipment, sports clothes, shoes for use at Prosthetics / Orthotics clinics and clothing for orphanages.

John O'Neill, Service Manager for the Community Payback Service said:

"This is a good example of how people who have committed crime can pay back to communities when they are serving a

Community Payback Order. The people involved took pride in the work that they were doing and it gave them a sense of purpose that will carry with them beyond their sentences"

Winter Warden Programme - Community Payback clients and staff assisted, as they normally do at this time of year, by delivering grit bags to the numerous Winter Warden volunteers across the city. **This work provides the volunteers with the equipment needed to assist communities by gritting their local pavements and pathways during icy weather.**

The service itself regularly assists during cold weather with gritting tasks – ensuring that un-paid work clients are having a positive impact on local communities.

Nursery – A Note of thanks - Following work done to bring a nursery's garden into use for the children, the Payback team received a letter of thanks on behalf of the children, parents and staff at the nursery, the benefits to the community are clear:

"I just wanted to send an email to say a huge thank you to all the community payback team for all their handwork in the removal of equipment from our nursery last week. [The payback workers] were so professional, helpful and went above and beyond for us. All the men and women who were carrying out their Community Service for us were very hardworking, helpful polite

and very respectful during their time with us. They all deserve the upmost praise for the fantastic job that they have completed in our garden. All of the staff, parents and most of the all the children would like to

thank all of the team. This work being done means that the children finally have full use of our garden. So we are all very very grateful."



- A PLACE FOR HEALTH IMPROVEMENT - SKILLING UP & SUPPORTING COMMUNITY PAYBACK STAFF

By LOUISE GALLAGHER

Health Improvement Lead, Community Justice, NHS Greater Glasgow & Clyde (NHSGG&C)

Over 2018-19 the Community Payback Unpaid Work Providers Forum has facilitated opportunities for Health to work in partnership with the services providing supervision of Unpaid Work as part of a community sentence.

It is well documented, [see for example](#) that people in the criminal justice system face health inequality - the report defines this as the 'unfair difference in people's health across social groups and between different population groups – i.e. those in the criminal justice system'. These health inequalities can be the driver of multiple barriers to accessing health services.

Most of the evidence available relates to those serving a custodial sentence; there is little direct evidence around the barriers directly related to those serving a Community Sentence. Going forward it is hoped that a comprehensive Health Needs Survey of those in the criminal justice system, the first of its kind in Scotland, will be conducted to provide a clearer picture - *watch this space!*

Working together as partners we have been able to identify gaps and plan and deliver skills & training in a more planned and collaborative way, delivering interventions around Health with a view to preventing and reducing the likelihood of further offending.

Going forward the Group agreed to focus on training for staff, giving them the skills to directly support or refer individuals to appropriate services that can help them to work through some of the issues they may be facing and that may be driving their offending behaviour. Training so far has included:

For Staff

- Delivering Mental Health First Aid
- Alcohol & Drug Awareness
- Delivering Alcohol Brief Interventions
- Using Naloxone for drug overdoses

For Clients

- Mental Health Awareness
- Men's Health MOT
- Income Maximisation

A planned roll out of existing training and new training has been agreed for 2019-20, including Mindfulness & Anger Management and Violence Reduction.

This training, alongside a themed service directory created by Community Justice Glasgow staff to support Community Payback staff to signpost clients to an appropriate service, is proving to be of value. In one example of both the training delivered and the directory being put to good use, a client who had previously been admitted to hospital due to a suicide attempt, reported to a staff member that he

was feeling suicidal and felt like he could use the tools he was using to harm himself. The client was also known to have addiction issues. His payback officer, using his initiative and the training he had received, contacted his Social Worker and also provided him with information and contact details for Glasgow Association for Mental Health, Scottish Association for Mental Health, the Samaritans and an out of hours

psychiatric phone number and encouraged the client to make contact.

With the right support, including weekly meetings with his Unpaid Work Supervisor and addiction worker, the client has since been able to return to complete his Community Sentence and extended his thanks, noting that he was very appreciative and touched and felt that his Supervisor had been the *'first person to give him any help'*.



EMPLOYMENT - THE TRANSFORMATIVE IMPACT OF TAKING PEOPLE AT FACE VALUE

By SEAN DUFFY
Chief Executive, the Wise Group

These are interesting times in Scottish justice. I am starting to hear a change in the conversation - among colleagues, among business leaders and among commentators. It's a positive change. One where people with convictions are beginning to be recognised, not as a problem or a group to be ignored, but as the same as everyone else. From a business perspective, the untapped talent is beginning to be tapped.

Stable employment is a significant factor in reducing reoffending. A Ministry of Justice research project (2013) concluded that employment within 12 months of liberation reduces reoffending by 50%. The research shows that the benefits are even greater for those on sentences of less than 12 months, which we know from a vast array of evidence, and from first-hand experience, disproportionately affects the lives of those who serve them. Certainly, the extension in Scotland of [Presumption against Short Sentences](#) from three months to 12 will have an impact here too.

"Such sentences often disrupt factors that can help prevent offending, including family relationships, housing, employment and access to healthcare and support..... The extension of the presumption against short sentences is crucial to ongoing work to support reintegration and rehabilitation, helping keep crime down and communities safe....We know from evidence and research that community-based interventions are more effective than disruptive short prison sentences."

Scottish Government, Justice Secretary Humza Yousaf

That's not to say everything is wonderful. It's not. People with convictions are more likely to be unemployed and they are more likely to accept lower paid and lower skilled work. **We need this to shift if we are to build opportunities for people and for business.**

In June 2019, the Scottish Parliament passed The Disclosure (Scotland) Bill. Among a raft of changes rightly designed to protect vulnerable groups, the Bill will also end the automatic disclosures of minor criminal offences committed as a young person, with decisions to be taken on a case by case basis. In addition, the number of different checks available will be simplified from ten to four.

Legislative change is one thing, changing cultures and behaviours in recruitment is another. It will take time, but I'm optimistic things are heading in the right direction.

Earlier this year, I had the privilege of co-hosting, alongside Virgin Trains, a dinner for 50 business leaders from across the private, third and public sectors. I go to many dinners, networking events and awards ceremonies, but the focus of this one was very different.

Those who came along did so because I believe they wanted to hear more about how recruiting people with convictions could enrich their business culture and performance, support our local and national economic ambitions and contribute to a more inclusive societal view of those who have been 'processed' through the justice system.

Our speakers, Professor Fergus McNeill - University of Glasgow and one of my own colleagues Melissa, spoke passionately about the topic. From Fergus, we heard about his insightful research in criminology. Melissa centred on the challenges she faced finding work after her time in prison; the stigma, emotional toll and frustration of receiving rejection after rejection and the lack of stability that being unemployed can bring.

The business I lead is all about transforming lives and I cannot reiterate enough the transformative impact of taking people at face value. We see the positive impact of this approach through the work of mentors. Building trust and empowering people to make positive, progressive and personally bold decisions to move on from the person they were and the associated conviction to becoming the person they aspire to be and in most cases are now.

There is a long way to go to get to a place where carrying certain convictions is no longer a barrier to interview. I'm confident that, by working with the business community, we can continue to shift the conversation and achieve our cultural and economic aspirations. Michael is only one example of how turning lives around with support can break the cycle of re-offending, contribute to making our communities safer and meeting the aspirations for our City and Country and its citizens.

Michael, 26, had served a string of short sentences before he started working with a mentor on the Wise Group's New Routes programme. With the support of Mark, his

mentor, Michael has secured a two year contract through a partnership with [Glasgow Together](#) and is looking forward to a new life with his partner.

Before joining New Routes, Michael had been in and out of prison – his most recent sentence being 18 months. Before this, Michael had never left prison with the external support of a mentor and, as is so often the case, found himself in a cycle of reoffending.

Michael was clear that working with a mentor was a turning point for him. He said:

"I've always been the one to call friends, ask them how they are, but I've never had anyone call me to see how I'm doing. This was what Mark did. Just a call to ask how I'm doing and someone to keep me on the straight and narrow."

The Wise Group's partnership with Glasgow Together presented Michael with an opportunity to work full-time on some major construction projects. Glasgow Together is a community interest company (CIC), supporting people with an offending background to gain skills and experience in the workplace, often working on contracts up to two years. Barry Mochan, Chief Executive of Glasgow Together, explains:

"We support people through the transition from prison to pay cheque by offering training, support and an appreciation of their circumstance from the beginning. Going from prison to full-time work - often dealing with a raft of challenges personally - can be a big ask so we might be a bit more relaxed about time keeping or conduct in the first couple of months, for example. We offer training throughout the contract. We don't have a fixed training programme as everybody's needs are different and we want everyone to get the most out of their time with us."

Wise Group mentors work with people serving short term sentences, offering support and guidance around needs they have identified. Through the New Routes programme, some 700 people are supported every year. 83% of them report that their situation got better in at least one area, including mental health, addiction and/or relationships, with over 50% saying that their mentor is the most important factor in their improvement.

For customers who have identified employment as their primary need, opportunities through partnerships like Glasgow Together are vital to supporting successfully moving on from offending.



1 Analysis of the impact of employment on re-offending following release from custody, using Propensity Score Matching https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/217412/impact-employment-reoffending.pdf

2 Scottish Government, Presumption Against Short Sentences Extended <https://www.gov.scot/news/presumption-against-short-sentences-extended/>

RECREATING LIVES THROUGH VOLUNTEERING – NURTURING & GROWING PEOPLE’S POTENTIAL INTO SOMETHING INCREDIBLE

By FIONNA MCCLORY
Service Manager, Recreate

In Last Year’s **Community Justice Glasgow Annual Reporter** we reported on Recreate’s unique volunteering programme, providing people with convictions with a range of support and opportunities to gain new skills and experience to break their cycle of offending.

There have been some new developments over 2018-2019 with Community Safety Glasgow transferring into the Glasgow City Council family within Neighbourhoods and Sustainability Service. This has enhanced linkages and strengthened relationships that are helping the service go from strength to strength delivering on the overall vision for Glasgow as a *‘thriving, inclusive, economy where everyone can flourish and benefit from the city’s success’*

Over 2018-19 from 85 referrals, we have supported 31 volunteers who gave 3,246 hours of their time to improvements across the city, 90% did not re-offend during their time with us, and so far 16 have gone onto positive employment outcomes.

Everyone who is supported by the service is unique and comes with multiple barriers and complex issues. Our team respond to each of these flexibly with a focus on responding to the areas of greatest need. Johnny McClue, Recreate’s Volunteer Co-ordinated said:

“There is no better way to explain what Recreate is all about than through the eyes of the people we have supported to break their cycle of often chaotic lifestyles, stretching back for many years, into a more positive destination away from criminality.”

Often the people we support will have had a background where life has offered them little positive opportunity and has been marred by trauma, deprivation, poor family relationships, a history of drug and alcohol misuse and much more. With the right support and nurturing, the people we work with can move on from these past experiences and recreate their lives away from crime and the impact that their behaviour has had on themselves and Glasgow’s communities.

These journeys can be along bumpy roads, but with some careful manoeuvres away from the potholes we can steer people successfully to their target destination”

Here is just one of those journeys:

Bryan is 40 years old. He has a history of mainly driving and theft related offences. His most recent offence took place in 2016 and he received 132 hours of unpaid work for this. On completion of his Community Payback Order, Bryan applied to become a Recreate Volunteer.

During his initial interview Bryan stated that his main focus was to gain employment, he had joinery and forestry experience and was already volunteering at a local bike restoration project. He wanted to work outside in some kind of environmental enhancement role.

At this point Bryan told us that he was in a stable relationship and his partner was expecting a baby which was why he was so keen to get employment as soon as possible.

Bryan successfully completed a Recreate Taster event and for the first few weeks of his volunteering with Recreate he was placed in the Recreate Growing Space in Bellahouston Demonstration Garden which is supported by Momentum Skills Scotland. During this period he proved himself to be very reliable and hard working.

Through discussion with the Recreate Volunteer Coordinator it was agreed that his permanent placement would be with Land and Environmental Services (LES), based at Glasgow Green. He started in November which was an ideal time to start working with LES because they recruit for seasonal workers towards the end of February each year. Historically Recreate Volunteers who have had placements with them and been reliable and hard-working have been successful in applying, securing 6 months of paid employment.

Bryan was proving to be an asset to the team and all was going well. In January 2018 Bryan failed to attend his placement and we were unable to make contact with him, he later contacted the Volunteer Coordinator and it transpired that he had committed another offence in England and had been detained there. Bryan later told us, *“I knew I’d messed up and I was worried because I didn’t think I’d get another chance with Recreate and it had helped me lots, especially having my placement”*.

At the end of February, just after the closing date for the LES seasonal worker posts, Bryan made contact to ask if he could come back to Recreate, following a meeting it was agreed that he could come back to complete his 6 month placement. At this point he acknowledged that his poor choices had once again probably cost him a good opportunity but that he needed to put that behind him and move forward. His daughter was born in March and he and his partner were working closely with Social Work Services who had some concerns regarding her care which resulted in Bryan only having supervised contact with his daughter.

Bryan went back to volunteer with LES at Glasgow Green but was also proactively looking for work at the same time. He successfully applied for a seasonal job with the Parkhead Housing Estates Team in April. Within a few weeks of starting, having once again proved himself to be a reliable member of the team he was offered a more permanent position. He said, *“I was over the moon about it. It was a surprise but it showed made me that if you stick in, good things can happen.”*

In June Social Work Services restored full contact for Bryan with his daughter and he also married his partner. Bryan was excelling in his job and was encouraged by other team members to apply for a Team Leader position. He was notified in the July that he had been once again successful. Bryan is now expecting his second child and doing well in his position as Team Leader. In his role he supervises some of the other Recreate volunteers who have chosen to have Parkhead Housing as their placement. **He is a role model and an example of what can happen when you choose to move towards a more positive future.**



Growing ambition - the smallest seed can be nurtured to grow into something incredible

We couldn’t achieve the positive outcome that we do without the support of our partners and the wider community, a bit of seed funding and a little magic. In 2017 Recreate received Integrated Grant Funding from Police Scotland which enabled the then named, Community Safety Glasgow (now Neighbourhoods & Sustainability Service), to develop a growing space within Bellahouston Park Demonstration Garden.

Working in partnership with Momentum Skills Scotland who provide on-site supervision for the Recreate volunteers, the garden provides new Recreate volunteers with access to a large multipurpose growing space where they can become involved in a variety of areas. It also provides an opportunity for them to settle into their volunteering routine in a peaceful, non-chaotic environment, whilst a voluntary work placement is being set up for them. **It is widely recognised that regular contact with plants and the environment can improve health and mental well-being.**

The garden is not normally open to the public, however once a year for Glasgow’s annual Doors Open event, the gates are opened and it becomes a hive of activity with each of the organisations who have plots providing entertainment or activities for visitors. Recreate and Community Payback Unpaid Work support this event by ensuring that the garden is looking its best.

Recreate volunteers helped to provide a tombola for the pupils of Ibrox Primary school, an ECO quiz and a litter picking game.

The garden is a truly magical place where the smallest seed can be nurtured to grow into something incredible. Sometimes this can be a poignant analogy **for the Recreate volunteers** who start in the garden. As they invest in the seed, nurture it, and watch it grow, they see the investment being made in their own lives and **realise that they are valued and have the potential to also grow into something incredible.**

We couldn’t achieve the positive outcome that we do without the support of our partners and the wider community, a bit of seed funding and a little magic.

Often the people we support will have had a background where life has offered them little positive opportunity and has been marred by trauma, deprivation, poor family relationships, a history of drug and alcohol misuse and much more.



SPOTLIGHTING WOMEN

By LYNSEY SMITH
Service Manager, Criminal Justice Social Work

Glasgow Working Group on Women & Offending (GWGWO) - It has been a productive year for women's services in Glasgow this year. The Glasgow Working Group on Women and Offending, which was established by the Community Justice Authority (now Community Justice Glasgow), has continued as a forum where women's justice services in Glasgow regularly meet and discuss pertinent issues.

This year there has been a focus on developing and identifying gender-specific pathways into services and support for women offenders. This links to a lot of the developments already happening in the city, such as the Scottish Prison Service Lillias Centre - the new women's Community Custodial Unit, which is due for completion in December 2020 in Maryhill. Police Scotland are also developing gender-sensitive initiatives in the city and have linked with Community Justice Glasgow and involved the GWGWO in these developments.

Work on developing pathways for women involved in justice services in the city will continue into 2019-20, with ongoing work with GWGWO and the One Glasgow Data Hub, to share the learning from the whole systems approach used by One Glasgow.

TOMORROW'S WOMEN GLASGOW (TWG)

A key member of GWGWO and a central part of the women's justice pathway in Glasgow is [Tomorrow's Women Glasgow](#). TWG is a unique service in Scotland and offers a safe women-only space, working with women involved in offending, working with them to help address their needs and the issues that have led to offending. The core team includes specialists from Social Work Services, Scottish Prison Service, Psychology, The Wheatley Group (Social Housing Partnership), Mental Health Nursing and also links with many third sector services including mentoring, co-production specialists, welfare rights and further education. The staff member from the Wheatley Group has shared her experience of working in TWG in the video link below: [Watch HERE](#) ▶

One of the women who has experience in using the service has also shared her experience in the video link below: [Watch HERE](#) ▶

TWG has made a huge impact on reducing reoffending in the city. The service links with the One Glasgow data hub to monitor women's offending activity before and after engagement with the service and the most recent cohort of women whose offending outcomes have been tracked demonstrated:

- Between an 87 and 89% reduction in offending between the 6 month before engagement and after engagement with the service.
- Reconviction rates in the city between 2015-16 & 16-17 fell at a faster rate than the overall male population (Male 0.1% - Female 0.3%)
- Between 2017-18 & 2018-19 the prison average monthly prison population for women rose by 1.5% against a 16% rise for males.

Given the chaotic lifestyles and prolific nature of offending characteristic of the

women TWG are working with, it is a safe assumption that the work of the service is making a positive impact on re-offending & reconviction rates and minimising the impact on prison population numbers.

This has a big impact on the women themselves with positive improvements in many spheres of their lives, as well as the wider community. The service is also planning to invest further in outcome monitoring to demonstrate the positive impact it is having on women's lives, in addition to the reduction in reoffending in the city.

Tomorrow's Women Glasgow (TWG) Shared Learning and Development - TWG endeavour to share the learning from their experience in setting up the service and continuing to evolve. This is based on a coproduction approach, which has been evaluated by the University of Strathclyde and The Centre for Youth and Criminal Justice who found that:

Tomorrow's Women Glasgow have developed a continuum of opportunities for coproduction reflecting different women's capacities, interests and motivations at any given time.

The centre therefore has hosted many service visits from across the country and further afield including France, Canada and Colombia, to share their learning and development.

This ongoing shared learning included TWG and the Scottish Prison Service leading a joint seminar on The Future of Women's Imprisonment on 07/02/19. This was for the [Scottish Association for the Study of Offending \(SASO\)](#), which is an organisation which aims to create a common meeting ground, nationally and locally, for all professional groups and individuals concerned with the issues raised by offending in Scotland.

SASO provides an opportunity for an exchange of views by its members, enabling them to explain their own problems and to appreciate the problems of others engaged in related fields. SASO holds regular national conferences, and also has a number of local branches, including the Glasgow and West of Scotland. This seminar was part of a series of branch events for Glasgow and Anne Gallacher, the Team Leader, and Sharron McGill, seconded to TWG from SPS delivered the session on TWG, outlining the origins and background of the service and how it has developed, incorporating the learning gained from the women they have worked with. This complemented the input by SPS, outlining the changes that are being incorporated in the women's estate in Scotland.

TACKLING DOMESTIC ABUSE - CALEDONIAN SYSTEM

In Glasgow City, the rates of domestic violence and abuse reported to the Police are among the highest in Scotland. However, the Police figures represent only about one fifth to one third of actual incidents, so it is likely that a large number of occurrences affecting children and young people will go undetected ([Scottish Government \(2016\)](#), [Domestic Abuse recorded by the Police in Scotland, 2015-16](#)).

In August 2018 Glasgow City HSCP gained funding for the Caledonian System, which is a specialist, court-mandated scheme to combat domestic abuse through the rehabilitation of male perpetrators, and works to improve the lives of the women and children affected. A specialist team was recruited, to work alongside the existing [ASSIST team](#), who work with people affected by domestic abuse. Following the news that Glasgow had been successful in its bid for this funding, Justice Secretary Humza Yousaf said:

"Domestic abuse is a problem that continues to affect every community in Scotland. It is a priority for the Scottish Government to tackle violence against women and expand pioneering initiatives, like the Caledonian System, which combines a robust programme for male offenders, aimed at changing their behaviour, with a focus on reducing the risk of harm to women and children."

"Funding to expand the availability of the Caledonian System is one of the measures we have put in place to protect victims and hold perpetrators to account, including strengthening the law and passing the Domestic Abuse Act earlier this year."

"Evidence shows men who have completed this programme posed a lower risk to their families while women felt safer, so I am pleased this innovative approach will be more widely available for courts to consider."

Mhairi McGowan, who was then Head of ASSIST and Domestic Abuse Services for Community Safety Glasgow, said:

"I am delighted that Sheriffs in Glasgow's Domestic Abuse Court will have Caledonian as a sentencing option. Victims of domestic abuse, whose partners or ex-partners are prosecuted just want the violence and abuse to stop. They don't want anyone else to go through what they have suffered."

"The ethos at the heart of ASSIST is about working in partnership and we are very pleased to be able to play our part in the extension of Caledonian to Glasgow."

Councillor Jen Layden, Glasgow City Council's Convenor for Equalities and Human Rights, welcomed the funding announcement. She said:

"This new funding will enable us to significantly develop our existing services and commitment to tackling domestic abuse. Focusing on breaking the pattern of domestic abuse is the best way of protecting women and children in very dangerous and damaging situations. The Caledonian Programme rightly gives priority to working directly with women and children to increase their safety and security, as well as targeting, challenging and seeking to change the behaviour of perpetrators."

The Caledonian System itself is an evidence-based approach to preventing domestic violence, based on significant research. It encompasses a 'whole-systems approach' with services for men who have committed domestic violence offences, victims and for children who have witnessed this, working together with the whole family, ultimately to reduce harm. To achieve this, the core programme has a men's, a women's, and children's programme. While this is not an alternative to prosecution, it is an additional tool that can be used to prevent further offending and improve outcomes for families and communities.

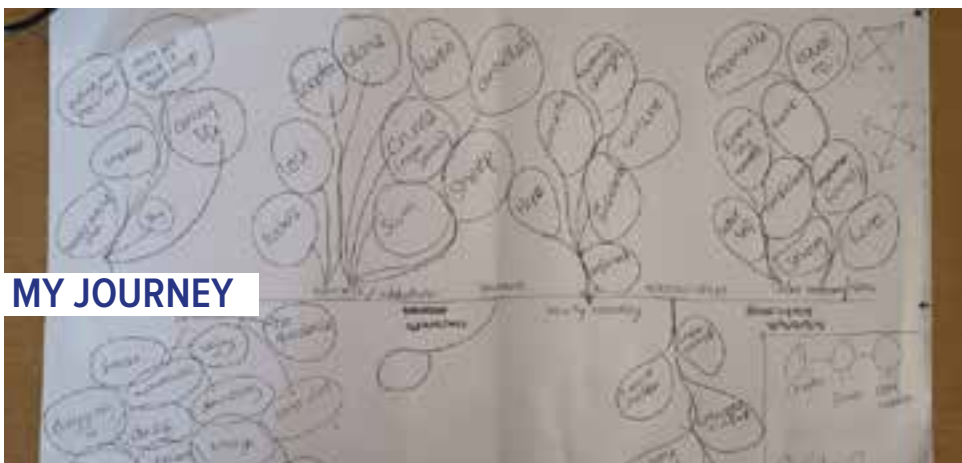
As identified by the Prison Reform Trust, many women involved in offending have been victims of domestic abuse and the majority of women in prison have been victims of domestic abuse.

The Caledonian system will help Glasgow in addressing one of the underlying issues leading to women's involvement in the justice system, as well as early intervention for child witnesses to domestic abuse. Implementing Caledonian will therefore enable progress in working towards our key themes, including Victims, Families, Women and Prevention.



PUNISHING BROKEN OFTEN TRAUMATISED PEOPLE DOES NOT WORK

By LINDA MCINALLY
Head of Operations at Glasgow Council on Alcohol



Year on year Glasgow Council on Alcohol (GCA) community Justice Service continues to reduce re-offending behaviours; we achieve this by a combination of evidenced based interventions, partnership working and the commitment, skills and values of our staff.

We have adopted an effective person centred outcome-led approach, and recognise that each person accessing our service is an individual, understanding the wider context of their lives and together we build support plans based on actual need.

"We don't make decisions about people without them"

We enable individuals to develop resilience, confidence and the skills required to take responsibility for and control over their own lives. We include interventions that provide support in relation to complex needs such as mental health, physical health/disability, learning disability and alcohol and/or drug dependency issues.

So how do we help people make changes? We achieve this by providing the Glasgow Council on Alcohol ROC Programme:

- A-C-E 10 Programme - Achieving Compliance through Education (structured group work programme).
- Prison throughcare support (prison connections and bridging the gaps).
- Reconnecting women's programme (1-2-1 engagement and self-development programme).
- Mentoring, Volunteering and Training (building skills for independent living).

Laura's Story (support worker & peer mentor)

Joining this service has given me the opportunity to reflect on my own journey from active addiction to support worker. Not so long ago I was in the same position as the women I am now supporting.

Looking back my journey through addiction was chaotic; although to me at the time seemed completely normal. At 18 I was a homeless heroin addict with crime funding my addiction. I had many dealings with the police and justice system during this time but not once did it make me think about the lifestyle I was living. Going to prison for the first time was scary but I quickly became used to the routine and normalised it.

At the age of 27 I was given probation with the condition of attending specialised addiction services, although at the time I would have preferred a custodial sentence. It was at this point my life began to change for the better and I am forever grateful for the judge's decision that day.

I was referred to the 218 service for women. The service looked at me as a whole person and not just my offending. My eyes were opened to the many contributing factors driving my addiction and offending behaviour including the way I felt about myself (mind map). Big changes were required in my life and I was given the support I needed each step of the way to make these. The journey was neither easy nor smooth, there were lots of mistakes and lapses along the way but each time I was supported to look at the reasons why and learn from them.

After completing my probation and graduating from the 218 service I continued to work on myself using the new coping skills I had learned. When I felt ready to take the next step in my life I applied for the Scottish Drugs Forums Addiction Worker Training Program. My application was successful and my first placement was within Glasgow Council on Alcohol (GCA). The opportunities I have had with GCA since then have helped me to develop further not only professionally but personally - the support and belief shown in me has been overwhelming.

I recently had the opportunity to visit Italy on a working trip through Elevate and the Erasmus+ Project; during our time there we visited drug and alcohol services which were lacking in numbers. The style there is much more punitive with no funding going into community justice. This made me really think how lucky we are in Scotland to have the justice system that we do.

I truly believe in community justice, punishing broken often traumatised people does not work, with the right style of support and encouragement I believe most people are capable of change.

I am one of those people.

SEE THE FAMILY NOT THE OFFENCE - MY TIME SCOTLAND

By TRACEY BURNS
Group Work & Peer Support Manager, Families Outside

Every year in Scotland, an estimated 20 - 27, 000 children and young people experience a parent's imprisonment.

This is an estimate because no one body is responsible or accountable for recording the actual numbers. It also doesn't take into account the imprisonment of other significant family members such as siblings or grandparents.

To improve outcomes for children and families affected by imprisonment, in 2018, with funding secured from the Social Economy Growth Fund, Families Outside was excited to develop the first Therapeutic Peer Support Group of its kind in Scotland.

Children and families affected by imprisonment are amongst the most marginalised people in Scotland, often suffering poverty as well as poor physical and mental health and exclusion from schools and communities through bullying and stigma.

Key to the development of the peer support group was recognising the need. By providing direct support to families, children, young people, and the professionals who work with them over many years via their National Freephone Helpline and Regional Family Support Coordinators (RFSCs), Families Outside was able to listen to families, helping them find a voice and allowing them to be heard.

Children, young people, and families have told us, other professionals, and researchers, that they want and in fact need to share their experiences, with other people who are or have had a similar experience, in a safe supported environment, and that they can in turn be supported by those others through their shared experiences.

When a family member is imprisoned, those left behind experience a range of emotions, many of which are similar to bereavement, yet often they feel they can't share their emotions with others - and when they do, they feel they aren't recognised.

"...I want to meet other young people like me who know, just what it's like!"
- family member who attended a conversation cafe

As part of the development of the group, liaising with local and national partners, five 'Conversation Cafes' were held, inviting children, young people, and families to be instrumental in the development and shaping of the first therapeutic peer support group for families affected by imprisonment in Scotland.

Supporting children and young people, focussing on support for the child / family - and not on the offence - is key to meeting their needs, particularly as children do not always know what offence their family member has committed.

"...It's really good to be asked about what we want because during this whole thing we are never asked or thoughts."
- family member who attended a conversation cafe

See the relationship, not the offence. For a child, a family member going to prison Doesn't stop....

- Dad being Dad
- Mum being Mum
- Brothers and sisters being brothers and sisters

For the child the person is Mum, Dad, Brother or Sister **NOT** a prisoner

MyTime Scotland is a therapeutic peer-led support group offered to children and young people in Scotland aged between 8 - 18 years who have a family member in prison. The group offers children and young people the opportunity to come together to talk openly about their experience, often for the first time. The group is delivered in the community and is for all children, young people, and families whether they have regular contact with their family member in prison, or no contact at all.

Recognising that imprisonment has an impact on the whole family, MyTime Scotland has adopted a 'whole family' approach to providing support. The delivery and approach ensures that children, young people and families affected by imprisonment are treated with justice and fairness so they can live healthy, active lives free from stigma and disadvantage.

To learn more about the work of Families Outside or MyTime Scotland, visit www.familiesoutside.org.uk, or contact the Freephone Helpline on 0800 254 0088.



180
REFERRALS
RECIEVED



152
ASSESSMENTS
COMPLETED



178
CLIENTS
ENGAGED



AID AND ABET BREAKING DOWN THE CYCLE OF DRUG & ALCOHOL LINKED OFFENDING COSTING £727M ANNUALLY IN SCOTLAND

By SERGEANT SUSAN BROWN
Police Scotland, Positive Outcomes Project

The Positive Outcomes Project (POP) is a joint initiative between Glasgow City Health & Social Care Partnership (GCHSCP), Police Scotland and the Criminal Justice Charity, Aid and Abet.

The Project aims to identify and focus on persistent offenders, aged 16 years and above, who reside within the Glasgow City boundary and whose crimes are committed to sustain their dependency on alcohol and/or drugs.

So why this particular focus? – Inspector Alan McDaid, Police Scotland's Preventions, Interventions & Partnerships Inspector for Greater Glasgow Division and One Glasgow explained that:

"Although it is not possible to say exactly how much crime is committed to feed alcohol & drug dependency, there is much evidence to suggest a significant link with persistent offending behaviour. For example, the Scottish Prison Service (2018) Scottish Prison Service Addiction Prevalence Testing Statistics¹ (2016/17) found that 76% prisoners tested positive for illegal drugs at the time of incarceration. A review of evidence² undertaken by Scottish Government in 2015 also points to this being particularly so in crimes of violence and crimes where there is a financial motivation like shoplifting and robbery to fund a drug problem.

The Scottish Government's new alcohol & drug treatment strategy – Rights, Respect & Recovery³ recognises problematic alcohol and drug use as a vulnerability and notes that the Justice System has a role to play in reducing the harm caused by drug & alcohol misuse. The strategy sets out a target outcome that vulnerable people should be diverted from the justice system wherever possible and those within justice settings should be fully supported (Chapter 7, page 48)."

In a summary of available facts and figures⁴ Alcohol Focus Scotland, noted that:

- in around 42% of violent crime, victims had reported that the perpetrator had been under the influence of alcohol;
- 41% of prisoners had reported being drunk at the time of their offence;
- The estimated cost of alcohol-related crime in Scotland in 2007 was estimated to be £727 million a year.

In fact, POP's work within the community began in 2006 as the Persistent Offenders Project. The project consisted of a small team of HSCP Addiction Workers and Police Officers that identified individuals in custody and worked voluntarily with them to tackle their substance misuse and linked offending behaviour.

In April 2019, POP successfully re-branded as the Positive Outcomes Project. This change in name and outlook developed from service user feedback that highlighted the negative associations of being labelled a "Persistent Offender" and the desire to move forward and away from their past offending behaviour. At the re-launch at Glasgow Central Station were representatives from Police Scotland, the British Transport Police, GCHSCP and Aid & Abet as well as a Service User who spoke about how he was supported by the POP team at a difficult time. He was keen to highlight to those attending how the dedication and hard work of the team had supported him in making different and positive choices and how this had assisted him in reducing his offending behaviour.

As part of the re-launch, POP also began a partnership with the charity Aid and Abet. This new joint venture resulted in the secondment of a Recovery Co-ordinator with lived experience to the POP team. Over the last few months the Peer Mentoring



FIGURE 1: POP Re-launch Event at Glasgow Central Station

presence and contribution to POP's work has been vital in breaking down the barriers with participants. It has also expanded the support offered to service users, who are now able to access long term support for reducing their substance misuse through a variety of recovery initiatives and support networks. This, in addition to POP's original core work of assisting services users in accessing health, medical, community based and residential rehabilitation services and offering assistance and advice on housing, welfare rights, education and employment training opportunities as well as encouraging them to tackle their criminal behaviour, means that the POP participants are now being offered a more comprehensive service and support package.

Further changes to POP's work has included a re-direction of the projects recruitment process. Outreach work has begun and continues by the team to link into the many internal and external departments and agencies as well as 3rd party services to encourage mutual working and submission of referrals for potential POP clients.

Overall the core aim of POPS work has and continues to be to reduce and break the cycle of drug and alcohol linked offending as well as reduce drug deaths, anti-social behaviour and the fear of crime. The project also aims to promote community wellbeing, training and employment opportunities for participants.



¹ Scottish Prison Service (2018) Scottish Prison Service Addiction Prevalence Testing Statistics (2016/17) 1026 Tests were carried out when entering prison (reception) during a one month period. Available at: <https://www.scotpho.org.uk/behaviour/drugs/data/socialharm/>

² Scottish Government, What Works to Reduce Re-offending – A Summary of Evidence (May 2015) <https://www.gov.scot/publications/works-reduce-reoffending-summary-evidence/>

³ Scottish Government, Rights, Respect & Recovery – alcohol and drug treatment strategy (2018) <https://www.gov.scot/publications/rights-respect-recovery/>

⁴ Summary of Facts & Figures - Alcohol Focus Scotland - <https://www.alcohol-focus-scotland.org.uk/alcohol-information/alcohol-facts-and-figures/>

CHANGING LIVES WITH GRACE

By MARGARET SMITH

Policy, Planning & Development Officer, Community Justice Glasgow



Social Enterprises play a key role in providing both volunteering and employment opportunities for those who are vulnerable or at risk of being excluded and/or marginalised in society. The Scottish Government's Social Enterprise Strategy for Scotland (2016-26) recognises people with convictions as one such group that are characterised by these risks, making commitments in the strategy's first Action Plan (2017-20), to identify opportunities for the sector to deliver better outcomes for people with convictions and in the care of the Scottish Prison Service.

At a local level, Community Justice Glasgow partners have committed to working collaboratively with Social Enterprises, exploring new links and pathways to employment, to realise these ambitions for Glasgow.

There are many examples of Social Enterprises in Glasgow, taking up the mantle and providing volunteering or employment opportunities for those in the justice system who most need the support.

This work makes a vital contribution to reducing re-offending on our City. It is widely recognised, see for example What Works to Reduce Re-offending – A Summary of Evidence, that the structure of volunteering and/or employment provides significant motivation for those involved in the justice system to choose and sustain positive changes, creating a fairer, safer society for everyone in our communities.

Prisoners' Week is recognised annually during the third week in November, supported by Scotland's prisons and chaplains. Over the week in 2018, Community Justice Glasgow facilitated an event, providing staff and visitors the opportunity to hear about services in the city. The showcase event, was held in the Atrium of our base, here at Eastgate, London Road. Community Safety Glasgow (now Neighbourhoods & Sustainability Service) staff and partners joined the lunchtime session to show their support and hear more about justice developments in Glasgow.

Amongst those showcasing their service that day was the social enterprise, Positive Changes producers of Grace Chocolates changing lives who came with their wares and information on their employability work with women with convictions.

Positive Changes supports women towards fulfilling, sustainable employment by making and selling exquisite chocolates. To date they have delivered two Making Positive Changes their 6 week programmes, which have proved to be highly successful in moving women towards the world of work.

By engaging with this programme the women have the opportunity to gain work experience, gain qualifications and improve their CVs which help lower barriers to fulfilling employment. But it doesn't stop there. They also receive the opportunity to take part in additional learning and development all aimed at improving their chances of successfully gaining and keeping a job.

Joyce Murray, Founder and Director of Positive Changes commented:

The women are encouraged to develop their own Personal Development Plan to help set goals and aims which are right for them on their way to a job. The programme provides the opportunity to play a role in all aspects of the making and selling of delicious chocolates.

The women take pride in the wide and expanding customer base that we are building through word of mouth and positive reviews of the products that they are making. For some of these women, this will have been the first time in a long time that they feel that they are contributing to something positive, this in turn gives them motivation to continue to move forward turning their lives around for the better.

We are now catering to a wide range of customers including individuals, weddings; corporate organisations; restaurants, event companies and other Public Sector organisations for gifts and serving to their guests."



COMMUNITY JUSTICE GLASGOW ANNUAL REPORT 2018-19

PERFORMANCE SUMMARY – NATIONAL OUTCOMES

Outcome Number	Indicator	Baseline	Year Publication / Current Cohort	Trend Since (baseline)	Direction of Travel (for reporting period)	Notes
No1(a)	1 year reconviction rate for Glasgow	2011-12	2016-17 cohort		2015-16 2016-17	2 year lag in reporting
All Ages Overall		31.2%	28.4%	✔ Change -2.8%	✔ Male -0.1% ✔ Female -0.3%	
Under 18		38%	33.7%	✔ Change -4.3%	⬆ Male +5.7% ✔ Female -12.8%	
Under 25		34.3%	32.3%	✔ Change -1.7%	⬆ Male +1.6% ⬆ Female +0.8%	
No1(b)	Crime victimisation rates	2008-09	2016-17 & 2018-19 Combined 20% (inc. 4% violent crime)	✔ Change -1.5%	2014-15 2017-18	Data for 2016/17 & 17/18 is reported as combined data
Glasgow		21.5%			⬆ +4.1%	
Scotland		20.4%			✔ Change -0.5%	
No1 (c)	Number of women diverted from prosecution as % of all sentenced	2015-16 1%	2017-18 0.4%	Change ⬆ -0.6%	2016-17 2017-18 ⬆ -0.4%	2018/19 data not yet available
	Number of young people diverted from prosecution as % of all sentenced	1%	0.8%	⬆ -0.2%	⬆ +0.1%	
No1(d) All	Average number of people on remand as % of sentenced (custody community)	2016-17 17%	2017-18 16%	Change ✔ -1%	✔ -1%	All data required for 2018/19 not yet available
Male		17%	16%	✔ -1%	✔ -1%	
Female		17%	17%	No Change	No Change	
No1(e) All	Proportion of community sentences as % of all sentences	2015-16 17%	2017-18 32.6%	⬆ +15.6%	⬆ +13.0%	All data required for 2018/19 not yet available
Male		17.6%	34.4%	+16.8	⬆ +14.4%	
Female		14%	24.1	⬆ +10.1	⬆ +6.8%	

We also have a suite of Structural and Person-Centric Outcomes, a number of these are in development or we are collecting data over 2018-19 as baselines for which to measure progress against in 2019-20.

Our partnership agreed a full reporting framework. All of these documents are available to view on our website at can be viewed or downloaded [HERE](https://www.glasgowcpp.org.uk/communityjustice) at: <https://www.glasgowcpp.org.uk/communityjustice>

⬆⬆ — WORSENING OR POOR PERFORMANCE
 ⬆⬆ — IMPROVED OR GOOD PERFORMANCE

Outcome Number	Indicator	Baseline	Year Publication / Current Cohort	Trend Since (baseline)	Direction of Travel (for reporting period)	Notes
No1 (f)	Recorded crime	2012-13	2018-19	Change	2017-18 - 2018-19	Provisional figures for 2018-19 – uses local management data
Overall		53,212	43,643	✔ -40.9%	✔ -6.9%	
8–15 year olds		3802	3903	Change ⬆ +2.7%	⬆ +4.9%	
16&17 year olds		3518	1817	Change ✔ -48.4%	✔ -21.0%	
<18		7320	5720	Change ✔ -21.9%	✔ -5.0%	
Under 25		23286	13756	Change ✔ -50.6%	✔ -7.7%	
41+		17977	10821	Change ✔ -39.8%	✔ -12.7%	
No1 (g)	Average Monthly Prison Population by Age, Gender and Sentence Length	2016-17	2018-19		2017-18 2018-19	Due to the small numbers the Female % can be skewed significantly by a small increase/decrease
Male Overall		1268.5	1218.3	✔ -50.2%	⬆ +16%	
Female Overall		54.6	61.9	⬆ +7.3%	⬆ +1.5%	
Female <21		4.7	2.3	Change ✔ -2.4%	⬆ +0.7%	
Male <21		74.6	2018-19 70.1	Change ✔ -4.5%	⬆ +11.9%	
No1 (h)	Young People Referred to Children's Reporter on offence related grounds	2012-2013	2018-19		2017-18 - 2018-19	Suggesting increase in gravity of offending – generally only more serious offences reported to SCRA
Number Of Young People		598	436	Change ✔ -27.1%	⬆ +2.3%	
Average Number Of Offences		2.5	3.9	Change ⬆ 56% (1.4 offences)	⬆ +2.9% (0.1 offences)	

TELL US WHAT YOU THINK

Quick Survey

We would really appreciate it if you could take a few moments to answer a few very quick questions (all tick box) on our online survey to help us see what the impact on awareness and understanding of this Annual Report is having - it should take no more than a minute.

Please **CLICK HERE**

You can also access an electronic copy by e-mailing us at:
communityjustice@glasgow.gov.uk

Or telephone us for a paper copy: 0141 287 0916

We always aim to help people in organisations and communities to understand what Community Justice is all about and why we focus on re-offending, advocating for Community Sentences where this is appropriate, and supporting individuals to address the issues that have and continue to lead to them to committing crimes on our communities.

Our Team here at Community Justice Glasgow and our partners work really hard to achieve this and it helps us to know if our work is having an impact on helping people to understand the context of our work.

