

Developing Co-productive Relationships between Justice and Social Enterprise Partners in Glasgow

Let's Get Connected Survey Briefing Document

Background

Scottish Universities Insight Institute, (2019) highlights that while there are established links between the cessation of offending through employment; people with offending backgrounds are subjected to multiple obstacles when attempts are made in accessing and maintaining employment. Social enterprises trade for the common good and to benefit communities; supporting and employing the most disadvantaged in society. Social Enterprises can circumnavigate barriers around employment; such as criminal records and stigma from potential employers which those from offending backgrounds commonly experience. In turn, Justice services can contribute to the growth of social enterprises by providing workers who have been placed on a community payback order (CPO) of unpaid work.

A survey was issued to social enterprises to gather information on their knowledge of CPO's and investigate if they would be willing to facilitate Unpaid Work placements going forward.



Survey

10 people responded to the survey the following questions were asked:



1. Do you know what is involved in a CPO of Unpaid Work?
2. Please provide an email contact should you wish more information on a CPO
3. Would you consider facilitating a personal placement for someone completing an Unpaid work order?
4. Please provide further details why you answered question 3 the way you have.
5. What barriers/ issues that would prevent you from facilitating an Unpaid Work order?
6. How would you suggest Community Justice Glasgow could facilitate improved communication between Justice Services and Social Enterprises going forward?

Results

The majority of participants were aware of what was involved in a CPO unpaid work order as shown below

1. Do you know what is involved in a Community Payback order of Unpaid Work?							Response Percent	Response Total
1	Yes						80.00%	8
2	No						20.00%	2
Analysis	Mean:	1.2	Std. Deviation:	0.4	Satisfaction Rate:	20	answered	10
	Variance:	0.16	Std. Error:	0.13			skipped	0

Majority of participants were willing to consider facilitating an unpaid work order, shown below. Those who said no mentioned barriers that prevent them from facilitating.

3. Would you consider facilitating a personal placement for someone completing an Unpaid Work order?							Response Percent	Response Total
1	Yes						80.00%	8
2	No						20.00%	2
Analysis	Mean:	1.2	Std. Deviation:	0.4	Satisfaction Rate:	20	answered	10
	Variance:	0.16	Std. Error:	0.13			skipped	0

Barriers

The survey proved positive; lack of information seemed to be the only real barrier in terms of this survey rather than lack of willingness to support unpaid work orders. Responses were:

1. Not knowing who to contact in terms of the right service for their area.
2. How long the facilitating of a CPO would take from submitting the application to facilitating the unpaid work order.
3. Assess costs/ availability of adequate support, supervision and training against potential benefits to the work of the organisation.
4. Schedule work appropriately for the safety of children and vulnerable adults.

GSEN feedback from Social Enterprise Partners

A similar survey conducted by Glasgow Social Enterprise Network (GSEN) also provided feedback going forward from their partners:

- Further discussion and support if placement opportunity is taken up GSEN.
- Further “lets get connected” opportunities with other lead organisations/ funders (GCC Communities Fund).
- Circulate slides and contact details of attendees.
- Further sessions/ follow up sessions for those that go ahead so they can feedback to other social enterprises on their experience good/bad – CJG to attend those to receive feedback and how this can work going forward.
- A list of official bodies mentioned in the event and a sentence on what they do.

Suggested steps to facilitate improve communication going forward

There was a variety of responses from participants of the survey with suggestions for Community Justice Glasgow going forward listed below:

- Create a ‘broker’ role for people to navigate into social enterprises when they have completed an order. Facilitate workshops in Unpaid Work services to highlight quicker/ easier access to employability, training, education.

- Create projects or pilots in Social Enterprises for people in Unpaid Work to create 'buy in' with people with lived experience.
- considering people with lived experience who now work in social enterprise to promote for unpaid work.
- Bring people together around live projects and testimonials from workers serving unpaid work orders and employers as well as reports on evidence and impact.
- Provide clearer timescales for how long from submitting the application to facilitating an unpaid order would take.
- Provide a clear list of organisations and their contact details and what area of Glasgow they cover
- Explain how to facilitate an unpaid work order and the support Social Enterprises will receive, as social enterprises are usually a small team and there may be concerns about time investment.
- Continue to liaise via GSEN and host short briefings or one to one meetings to explore how Social Enterprises can overcome barriers to support individuals.
- Newsletter to explain the unpaid work programme.
- More open minded in terms of services and funding.
- Continue to arrange networking events to bring partners across justice and social enterprises together.

Student suggestion going forward

Though this study is based on those serving their sentences in the community, there could be an opportunity to introduce more throughcare from prison and making connections prior to release. Making connections and building relationships while people are in custody and offering training. This could help build confidence for those leaving prison and enable them to be job ready upon release. This may not be an opportunity that those serving short prison sentences are receiving.

