

Shetland Community Justice Plan 2020-2022



Community Justice Outcomes Improvement Plan for Shetland 2020-2022

-  Participation
-  Prevention
-  Wellbeing
-  Improvement

Partner Logos



Participation



Prevention



Wellbeing



Improvement

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Supporting Documents available online or by contacting us directly:

www.safershetland.com/community-justice



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Contact



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Our shared vision

“Shetland is a community with a strong focus on addressing the underlying causes of offending as well as the significant inequalities that exist that are often a root cause of crime. We support and enable people at risk of offending or reoffending into the community and maximise their life opportunities for the benefit of all our people.”

Our shared priorities



Participation

Developing capacity and involving people



Prevention

Preventing people entering, escalating or recycling through the justice system



Wellbeing

Improving health and wellbeing for everyone affected by the justice system



Improvement

Encouraging a culture of continuous improvement



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Shetland Community Justice Plan

The Shetland Community Justice Plan identifies a shared vision and priorities to work towards to reduce offending and reoffending, and to improve outcomes for those affected by the justice system.

Shetland Community Justice Partnership want to secure the best possible outcomes for people with convictions, victims and witnesses, families and communities. We want to safely and effectively manage and support those who have committed offences to help them reintegrate and realise their potential for the benefit of the whole community.

This plan is the Community Justice Outcome Improvement Plan (CJOIP) for Shetland, and sets out how we will work together, with communities, to develop and deliver the best services, in a way which is locally appropriate, person-centred, and evidence-based.

Local priority themes are defined in the plan and high level description of outcomes and arrangements to be introduced or developed to deliver these outcomes and achieve the best possible outcomes for our communities are presented.

The Shetland Community Justice Partnership

Community Justice is about preventing and reducing further offending by addressing the underlying causes. It is where individuals, agencies and services work together to

support, manage and supervise people with convictions or with a history of offending.

The Shetland Community Justice Partnership is made up of a wide range of partners who work together to deliver our collective ambitions for the future.

Developing the Plan

Extensive consultation and engagement with partners and stakeholders during the transition period, in addition to a review of the available evidence led to identification of the priority themes contained within the first Community Justice Plan 2017-2020.

In addition to these priorities, which remain the most relevant to be addressed by the Community Justice Partnership, as a result of a supported and validated self-evaluation which was undertaken in 2019 with the support of the Care Inspectorate the partnership have also have included an additional improvement priority.

This self-evaluation identified some key areas of focus to ensure the partnership operates in the most effective and efficient way to achieve our outcomes.

The Community Justice Plan and activity described within is also directed towards achievement of wider community planning priorities for Shetland. More information about Community Planning arrangements for Shetland can be found in the appendices.



Participation



Prevention



Wellbeing



Improvement

Priority: Participation



£25,000

distributed to Community Justice projects in Shetland by 'Participatory Budgeting', enabling the community to influence how public money is spent in their area



55%

of people in Shetland are involved in volunteering, the national average is 28%



2750 hours of unpaid work completed



939 people

responded to the Place Standard consultation telling us what they think is important for Shetland

we have a strong sense of community and a high level of volunteering



62 people

were subject to a community-based sentence



opening communication channels with people with community justice experience has been identified as a challenge

Identified need to involve people with lived experience of the justice system in planning and delivery of services



35%

of people in Shetland want to be more involved in decision making about their area, the national average is 34%

79%

of people in Shetland strongly feel that they could turn to friends or relatives in their community for advice or support



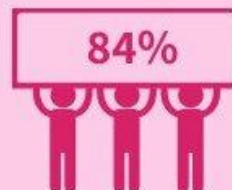
5 new community justice projects developed and delivered by third sector partners in 2019/20



25%

of people in Shetland say they feel they can influence decisions affecting their local area

supporting partners to develop a skilled and knowledgeable community justice workforce is key to securing the best outcomes



84%

of people in Shetland feel that they are a part of their community, the national average is 77%



64%

of people in Shetland are satisfied with local services (health care, schools and public transport)

SOURCES: Safer Shetland - Choices for Community Justice 2019, SIC Community Payback Order Report, Scottish Household Survey 2017, Shetland Place Standard 2016, Scottish Household Survey 2018



Participation



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Priority: Participation

Our Shared Priority

This priority is about changing the way we work to help our stakeholders and communities actively participate with public service providers to improve the lives of people in Shetland. There is a need to change the way we work as a result of legislative change, reducing public sector resources, and because people in Shetland tell us they would like more involvement in the decisions that affect them (*Scottish Household Survey, 2016*).

Shetland is a great place to live for many people, but for those without the financial, personal and social resources and networks, life can feel hard, lonely and isolating. In order for everyone to live well and flourish, the community must recognise the value of each of its members and not exclude

anyone from the rights and benefits of citizenship, with all members able to achieve active citizenship and participate in shaping that community. The community justice partnership want to recognise the valuable contribution that people with experience of the justice system (including people with offences, victims and families) can make to shaping the future of services.

There is a wide network of people and agencies who can support the approach to dealing with the complex causes and effects of crime and offending behaviour and contribute to building a community of justice, the Shetland Community Justice Partnership want to make sure everyone in this network is able to contribute.

What will be different by 2022?	What will we do?
<p> Outcomes</p> <p>The Shetland Community Justice Partnership will be a successful partnership – between public agencies and with communities – helping to deliver improved outcomes for people affected by crime and offending behaviour</p> <p>People affected by the justice system will feel empowered and more able to influence the decisions that affect them and have a strong understanding of how and why decisions are taken</p> <p>Staff from across the Shetland Community Justice Partnership will be actively seeking to involve different communities in decision making and service design and delivery</p>	<p>activity</p> <ul style="list-style-type: none"> • Raise the profile and improve understanding of Community Justice in our communities • Support development of community justice interventions • Improve representation and involvement of justice experienced people in community justice • Gather views of the community • Develop opportunities for other agencies to contribute to community justice outcomes



Participation



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Priority: Prevention



Shetland - Key Facts

26% reconviction rate (27% Scottish Average)

49% drop in recorded crime since 2009/10

Average of 12 people from Shetland in prison at any given time

Males represent 97% of those sentenced to custody

Crime rate of 194 per 10,000 population (Scottish rate of 453)

65% detection rate for police in Shetland (51% Scottish average)

17 people received a custodial sentence in 2018/19 an increase from 13 the previous year



Reconviction rate for Shetland by sentence:

Custody 55% | Community Payback 28%

Community based sentences enable people to sustain relationships, employment and housing while addressing the additional needs of which crime is a symptom

in 2018 100% of offenders subject to a CPO reduced and/or stopped offending



Presumption against short-term sentences of 12 months or less



49% of households in Shetland do not earn enough to live well



stable employment, housing and community cohesion all affect the chances of reoffending

Prisoners are much more likely to have a history of debt, financial exclusion and few or no educational achievements



almost two thirds of prisoners in Scotland have children

Parental offending and incarceration is predictive of poor health, wellbeing and social outcomes

5.7% of children in Shetland live in low income families



although only 1% of Scottish children are in care, more than a quarter of Scottish prisoners have been looked after children

ADVERSE CHILDHOOD EXPERIENCES (ACEs)

ABUSE

- physical
- emotional
- sexual

HOUSEHOLD DYSFUNCTION

- mental illness
- mother treated violently
- divorce
- incarcerated relative
- substance abuse

NEGLECT

- physical
- emotional

Those with 4 or more ACEs have been found to be:

14 times more likely to have been a victim of violence in the past 12 months

15 times more likely to have been a perpetrator of violence in the past 12 months

20 times more likely to have been incarcerated in their lives

SOURCES: Scottish Prison Service, SG Recorded Crime in Scotland 2018-19, SG Reconviction Rates, SIC Community Payback Order Report, Living Well in a High Cost Economy, Ipsos Mori, 2017, Scottish Centre for Crime and Justice Research 2015, SG Understanding Childhood Adversity, Resilience and Crime 2018



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Priority: Prevention

Our Shared Priority


This priority is aimed at preventing people entering, escalating or recycling through the justice system by addressing the underlying causes of offending behaviour and supporting people to reach their full potential.

While Shetland overall is a safe, prosperous and happy community, with low levels of crime, homelessness and unemployment, it is essential to recognise that there are members of our community who are subject to social and environmental inequalities which result in increased chance of involvement in the justice system and other poorer outcomes. To tackle preventable offending behaviour and reduce the impact on victims, families

and the wider community we must support the most vulnerable in our community by working to tackle poverty, socio-economic disadvantage and other inequalities.

We must target the risk factors for and root causes of offending behaviour and support those people already in the justice system to desist from offending, to improve life chances and the impact on the community as a whole.

We should ensure that more effective community sentencing options are used whenever possible, and work to mitigate against the negative impacts of imprisonment for individuals, families and communities.

What will be different 2022?	What will we do?
 Outcomes	Activity
The reoffending rate for Shetland will be reduced as a result of people being enabled and empowered to address the issues they face and services being in place to address barriers to desistance	<ul style="list-style-type: none"> • Support development of alternatives to prosecution, custody and remand • Develop joined up approaches to reducing barriers to employment for people with a history of offending • Support development of initiatives aimed towards prevention and mitigation of the impact of ACEs
The Shetland Community Justice Partnership will be prioritising prevention and ensuring services are designed and delivered to provide innovative solutions to the issues faced by our communities	
Shetland will continue to be a safe and happy place, with more people feeling connected to their communities and benefiting from living in good places	
The number of people from Shetland being sent to prison each year will be reduced	



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Priority: Wellbeing



those in contact with the justice system have increased rates of:

- death
- suicide
- overdose
- blood-borne viruses
- accidents
- cancer
- alcohol related liver disease
- epilepsy
- tooth decay
- poor mental health

people in the justice system may find it harder to access health services and other opportunities which help to promote and improve health



higher rates of mental health problems in those in the criminal justice system than the general population

involvement in the criminal justice system
PARTICULARLY IMPRISONMENT

is associated with further deterioration in health and wellbeing

For those on a Community Payback Order with Supervision in Shetland (2017-2019):

44% had current problem with alcohol

28% had current drug problem

alcohol/drug use contributed to offending - 45%

disproportionate number of prisoners drink large amounts of alcohol and use drugs



80% of people in Shetland engage in some form of physical activity, same as the Scottish average



18% of people drink at potentially harmful levels

Early mortality in Shetland is



30% lower than the Scottish average



around half of female prisoners and a quarter of male prisoners report experience of physical, emotional or sexual abuse



almost half of female prisoners report a history of domestic violence

health, wellbeing and life expectancy in Shetland are generally better than the Scottish average

Sources: NHS Shetland, Shetland Islands Council Criminal Justice Social Work, SPS Prisoner Survey 2014, NHS Health Scotland 2017, Scottish Household Survey 2016, Alcohol Profile - Scottish Health Observatory 2016, Death Rates - National Records of Scotland, 2018



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Priority: Wellbeing



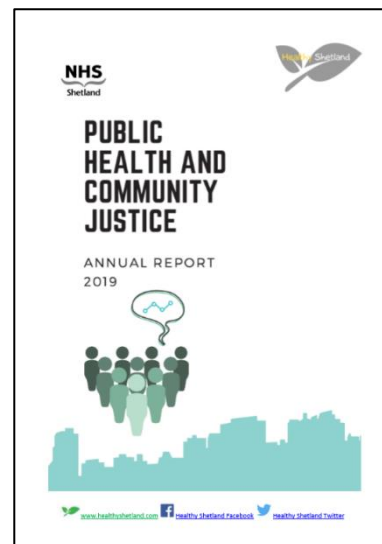
Our Shared Priority


This priority is aimed at improving health and wellbeing for everyone affected by crime, offending behaviour and contact with the justice system.

There are strong links between the development and perpetuation of offending behaviour and poor health, health inequalities, substance misuse and poor access to healthcare. By understanding and working in partnership to address the complex issues involved in offending behaviour and crime we can affect the health and wellbeing of those directly affected and of the community as a whole.

As a partnership we must identify and reduce barriers to accessing healthcare and other services. We will support an approach to dealing with the causes and effects which includes preventative work, addressing underlying attitudes, beliefs and stigma to promote social inclusion and community cohesion.

We will ensure that healthcare pathways and services are inclusive of those in the justice system, and nurture closer links between health and justice services to increase health input to the justice journey and increase opportunities for support.



What will be different by 2022?	What will we do?
<p> Outcomes</p> <p>Barriers to accessing healthcare and other services faced by those with experience of the justice system will be reduced, resulting in improved health and wellbeing</p> <p>Shetland Community Justice Partnership will be working effectively with other strategically linked partnerships to reduce the impact of problematic use of alcohol and drugs, and the impact on services</p> <p>Stigma around the justice system and people with experience of the justice system will be reduced, resulting in social inclusion and stronger communities.</p>	<p>Activity</p> <ul style="list-style-type: none"> • Support development of interventions to improve health and wellbeing for people involved in the justice system • Reduce stigma around offending and substance misuse



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Improvement

Priority: Improvement



Alignment to local plans



- Relationships
- Committed membership
- Valued non-statutory/third sector partners



Partnership working



innovative thinking and problem solving

WHAT WE'RE DOING WELL

Focus on early intervention and prevention



quick and effective response to need and challenge

Strengths and area for development identified by Shetland Community Justice Partnership are in line with feedback from the Care Inspectorate - SCJP is well placed to further develop a culture of continuous improvement

Supported and validated self-evaluation of Community Justice in Shetland undertaken with the Care Inspectorate in 2019.

- multi-layered approach taken
- open and reflective conversations
- wide range of partners included
- surveys
- workshops
- interviews



strategic participation



resource mapping



improve communication

AREAS FOR DEVELOPMENT



reduce duplication

virtual networks



Strengthen links to other partnerships

involving communities



Priorities for improvement from the Shetland Community Justice Self-Evaluation:

1. Participation and engagement
2. Governance and organisation
3. Data and performance monitoring
4. Resource mapping and commissioning

SOURCE: Supported and Validated Self-Evaluation of Community Justice in Shetland, 2019



Participation



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Improvement

Priority: Improvement

Our Shared Priority

This priority is aimed at encouraging a culture of continuous improvement as well as addressing specific areas for development as highlighted in the supported and validated self-evaluation undertaken by SCJP with the Care Inspectorate in 2019 (for more information please see feedback on the Care Inspectorate website [here](#)).

Shetland Community Justice Partnership must ensure that we are a successful partnership which includes the right people, can identify the right outcomes and how to deliver on these, and evidence our impact.

Within a context of reducing resources in public services, we must work in new and different ways to make the most of what is available to us and provide leadership.

The Shetland Community Justice Partnership has identified priorities for improvement which will form the basis of work in this area for the next 2 years, and will be followed by continued self-evaluation of other aspects of partnership work in subsequent years.

What will be different by 2022?	What will we do?
 Outcomes	Activity
Community justice partners, including non-statutory and third sector, will be meaningfully involved in planning and delivery of services at strategic level	<ul style="list-style-type: none"> • Development of virtual networks and communication channels • Resource mapping • Develop strategic approach to joint budgeting and deployment of resources • Strengthen and formalise links to other partnerships
The Community Justice Partnership will be leading collaboratively, and encouraging further participation and engagement with communities	
The partnership will be regularly sharing information, monitoring progress and providing up to date, useful and transparent reporting on activity and progress towards achievement of outcomes	
The partnership will operate proactively to identify gaps in service delivery, and work collaboratively to develop/amend services to meet identified need	



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Delivering the Shetland Community Justice Plan

Delivery Approach

This Shetland Community Justice Plan 2020-2022 outlines the key areas of focus for the partnership over the next 2 years.

The Partnership and key partners within it have a statutory duty to both produce this plan and ensure it is delivered and resourced. This duty is laid out in the Community Justice (Scotland) Act 2016. More information about Shetland Community Justice Partnership can be found in the appendices.

Delivery plans to achieve each of the outcomes set out in this plan will be developed as a partnership working together with partner agencies, third sector and the community.

Delivery plans will include actions related to each priority and projects to be developed to achieve each of the outcomes and details of how each of our partners will contribute towards this.

Monitoring and Assessing Impact

The partnership will monitor progress and evaluate performance on a regular basis.

The Shetland Community Justice Partnership reports annually to Community Justice Scotland against nationally defined outcomes/indicators (further information in Appendices). The partnership will also agree a set of local indicators as part of delivery planning.

A community facing annual report is also published each year which can be accessed on our website.

Governance & Accountability

The Shetland Community Justice Partnership is accountable to the Shetland Partnership Management and Leadership Team and will provide regular updates and progress reports in relation to projects linked to the Shetland Community Justice Plan.

The MLT is responsible for monitoring the activities of the SCJP and ensuring progress against the outcomes and targets set. More information relating to the structure can be found at Appendix 1.

Partners' Strategic Plans

This plan will be delivered over 2 years to bring Community Justice planning and delivery in Shetland in line with delivery and reporting on Shetland's Partnership Plan. The contribution Shetland Community Justice Partnership can make to achieving shared local priorities and outcomes contained within Shetland's Partnership plan is recognised by both partnerships.

Links to other strategically linked partnerships is also maintained via Shetland Partnership channels.

SCJP recognise the need for island-proofing in strategic planning, and will continue to work together to ensure regard for island communities in delivery of services and to avoid disproportionate impacts on island communities.



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Appendix 1 – The Community Justice Partnership

Community Justice

The Community Justice (Scotland) Act 2016 defines Community Justice as ‘the collection of individuals, agencies and services that work together to support, manage and supervise people who have committed offences from the point of arrest, through prosecution, community disposal or custody and alternatives to these, until they are reintegrated into the community. Local communities and the third sector are a vital part of this process which aims to prevent and reduce further offending and the harm that it causes, promote desistance, social inclusion and citizenship’.

Community Justice in Shetland and across Scotland is underpinned by the Community Justice (Scotland) Act 2016. This act aims to transform the community justice landscape, providing a local perspective which places planning at a local level where decisions can be made by people who know their area best.

The national model for community justice champions a preventative approach: an approach not only to reduce crime and the number of future victims of crime, but also to help create a more just, equitable, and inclusive society where people’s life chances are improved and public resources are made best use of. It has been designed to bring together individuals and organisations to deliver community solutions to achieving improved outcomes for community justice and encourages partners to take a holistic approach to helping people make positive changes in their lives, and tackle the underlying causes of their offending.

The Act places a legal duty on a core set of partners to engage in this planning process, however, as shown in figure 1, there is a much wider range of community justice partners that play a crucial role in working to improve community justice outcomes.

Statutory Partners			
Skills Development Scotland	NHS Shetland	Shetland Islands Council	Scottish Fire & Rescue Service
Police Scotland	Scottish Courts and Tribunals Service	Scottish Prison Service	Integrated Joint Board
Non-Statutory Partners			
Service Users	Shetland Alcohol & Drug Partnership	People Who Offend/People with Convictions	Crown Office & Procurator Fiscal Service
Local Employers	Communities	Employability Agencies	Victims of Crime
Victim Support Services	Community Bodies	Families	Third Sector



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National Strategy

The Scottish Government's National Strategy for Community Justice and National Outcomes, Performance and Improvement (OPI) Framework developed in support of the Act provides an ambitious shared vision that supports partners and communities to work more effectively together: a vision where people are held to account for their offences, but are supported to be active and responsible contributors to their communities.

This vision is founded on four priorities and six core principles that are designed to support delivery of the series of structural and person-centred outcomes set out in the performance and improvement framework.

The Scottish Government's Vision for Community Justice

'Scotland is a safer, fairer and more inclusive nation where we:-

Prevent and reduce further offending by addressing its underlying causes; and

Safely and effectively manage and support those who have committed offences to help them reintegrate into the community and realise their potential, for the benefit for all citizens'

Priorities

- Improved community justice understanding and participation
- Strategic planning and partnership working
- Effective use of evidence-based interventions
- Equal access to services

Principles

- People must be held to account for their offences, in a way that recognises the impact on victims of crime and is mindful of risks to the public, while being proportionate and effective in preventing and reducing further offending
- Re-integrating those who have committed offences into the community and helping them to realise their potential will create a safer and fairer society for all
- Every intervention should maximise opportunities for preventing and reducing offending as early as possible, before problems escalate
- Community justice outcomes cannot be improved by one stakeholder alone. We must work in partnership to address these complex issues
- Informed communities who participate in community justice will lead to more effective services and policies with greater legitimacy
- High quality, person-centred and collaborative services should be available to address the needs of those who have committed offences, their families, and victims of crime



Participation



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Fit with National Outcomes:

Scottish Government Common Outcomes	Local Priority Themes
1. Communities improve their understanding and participation in community justice	Participation
2. Partners plan and deliver services in a more strategic and collaborative way	All priorities
3. People have better access to the services they require, including welfare, health and wellbeing, housing and employability	Participation Wellbeing
4. Effective interventions are delivered to prevent and reduce the risk of further offending	Prevention
5. Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed	Prevention Wellbeing
6. People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities	Participation Prevention
7. Individuals resilience and capacity for change and self-management are enhanced	Participation Prevention



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Community planning

The Community Empowerment (Scotland) Act 2015 creates the legislative framework for community planning in Scotland and tries to set out a much clearer focus for community planning based on strong, shared leadership and meaningful engagement with communities. As defined under this act, community planning is about how providers of public services work together and with the local community to improve outcomes for people in each local authority area, with a view to reducing inequalities.

Community Justice planning is no different, except that it has a direct focus on improving outcomes for people with community justice experience. It shares many of the community planning principles, specifically, a focus on outcomes, prevention, partnership working and tackling inequalities and faces common challenges, such as difficulties managing performance in partnership settings.

Development and delivery of the Shetland Community Justice Plan link closely to Shetland’s Partnership Plan 2018-2028,

which identifies a shared vision and priorities to work towards to improve the lives of everyone in Shetland, with a focus on improving outcomes for the most vulnerable individuals and groups in our community.

Shetland Community Justice Partnership reports directly to the Shetland Partnership Management and Leadership Team (the Community Planning Partnership for Shetland), which has responsibility for the implementation of the improvement actions contained within this plan, in line with the national strategy and outcome, performance and improvement framework. The Local structure is outlined in the diagram below.

It is recognised in Shetland that if we are to be effective in reducing the number of people coming into contact with the justice system, we need to have a focus on reducing inequalities and mitigating the impact of living in a high cost economy. This is one of the strategic priorities within community planning and includes all of the services that support the reduction of offending and reoffending.

Shetland Community Justice Partnership is committed to ensuring decision makers, both locally and nationally fully understands the needs of people with community justice experience and the additional impact that inequalities can have on their circumstances.



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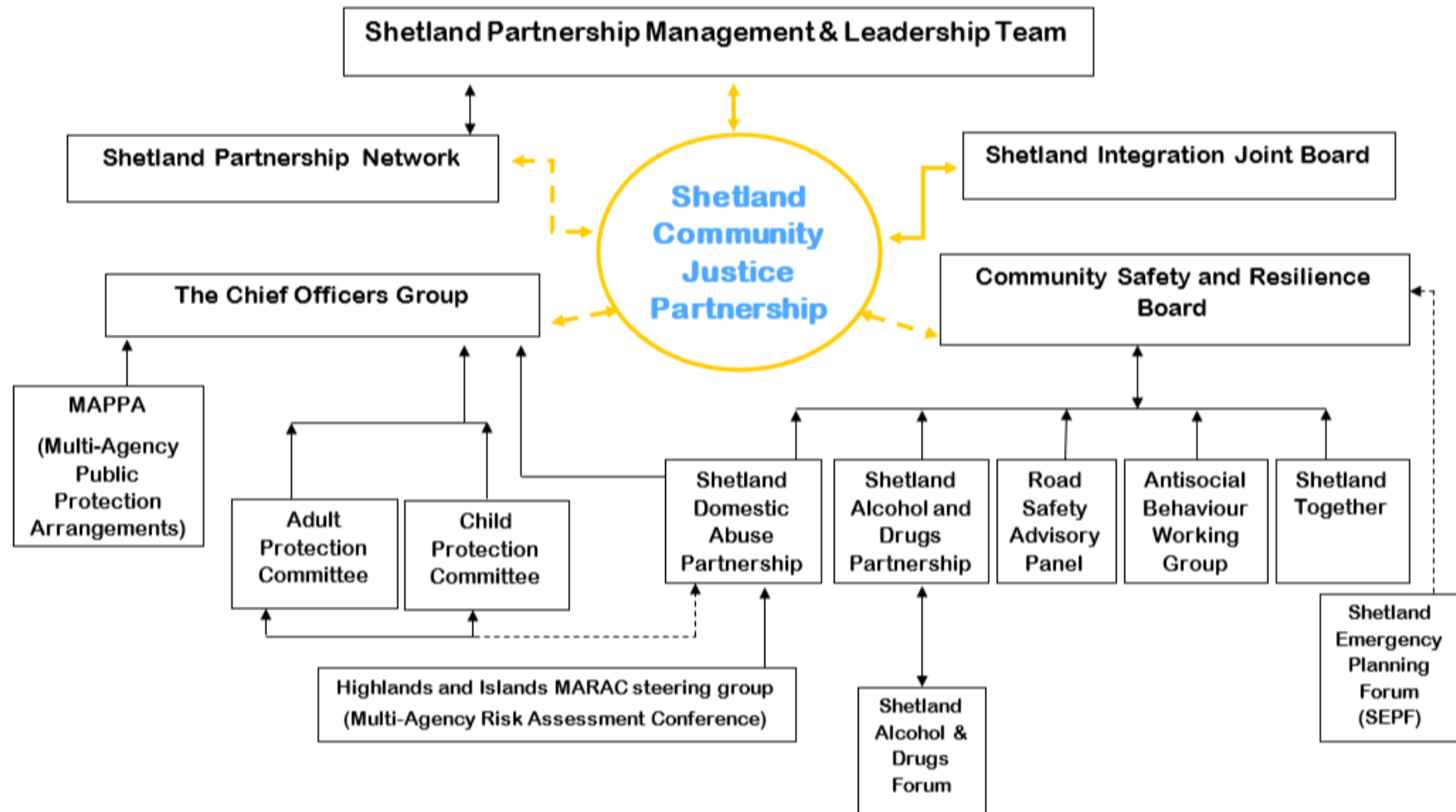


Wellbeing



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Reporting Structure:



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Appendix 2 - Participation Statement

Shetland Community Justice Partnership has ensured consultation with and participation of a range of statutory and non-statutory partners and stakeholders in the course of development of the Shetland Community Justice Needs Assessment, the Shetland Community Justice Plan 2017-2020 and this refreshed version for 2020-2022.

Partners recognise that success in reducing reoffending requires contribution by a broader range of individuals and organisations than those specified in legislation. The Shetland Community Justice Partnership has therefore aimed to ensure that a wide range of partners and stakeholders were engaged throughout the transition period and development of subsequent plans. This work included extensive one to one interviews with key stakeholders to provide a snapshot of services available in Shetland that work with and to support, people with community justice experience. Both services that work directly with people who offend as part of their core business and services which support people affected by offending behaviour and deal with issues associated with offending behaviour as part of their normal work (e.g. housing, alcohol and drug misuse, mental health, literacy issues and unemployment) were included. Findings helped to inform the Baseline Assessment and the development of Community Justice Priorities for Shetland.

Two stakeholder engagement, participation and awareness events were delivered as part of development of the first Shetland Community Justice Plan. The first to bring partners up to speed on the new model for community justice and what this change might mean for them; and the second to review the findings of Shetland's Community Justice Needs Assessment and give stakeholders the opportunity to share their views and personal experiences on what the current needs are in Shetland for both people who offend and people who have been affected by offending behaviour. Outputs from this event contributed to the identification of the key priority themes detailed within the plan and ongoing discussions about how partners can develop engagement with communities and communities of interest in the implementation of the plan.

Reviews of data, feedback and progress against outcomes show that a focus continues to be required on the priority themes contained within the previous plan, therefore this version represents a refresh of the evidence and outcomes linked to those priorities with inclusion of one new area of focus resulting from a supported and validated self-evaluation of Community Justice in Shetland undertaken with the Care Inspectorate in 2019. During the self-evaluation process and as part of the development phase of the Shetland Community Justice Plan 2020-2022 Shetland Community Justice Partnership ensured consultation with and participation of a wide range of statutory and non-statutory partners and stakeholders.

One on one interviews were conducted with partners and key agencies (including representation from CJP and Community Planning Partnership partners as well as the third sector) with the Care Inspectorate in 2019. A series of improvement actions were developed by Shetland Community Justice Partnership and agreed by Shetland Partnership Management and Leadership Team prior to being incorporated as a priority within the new plan. Shetland Community Justice Forum (membership of which comprises representation from both statutory partners and agencies self-identifying as stakeholders in community justice (includes a range of third sector organisations)) were consulted during the early stages of development of the plan in order that the approach



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taken, the priorities included and the plans for delivery were open to scrutiny by partners and stakeholders.

Wider consultation on this refreshed plan, including national partners, members of the public and community groups (including those representing people with experience) was undertaken prior to final approval and publication of this plan and further work to formalise the delivery approach – during which process there will be a further phase of more specific engagement and involvement. Shetland Community Justice Partnership ensures ongoing engagement with the public and the third sector on an annual basis via support provided to events (e.g. unpacking seminar series) and via the 2019 participatory budgeting exercise (more information in the annual report ...link).

Participation in delivery of the Shetland Community Justice Plan is an ongoing process requiring continued engagement and liaison with statutory and non-statutory partners, third sector organisations and people with community justice experience (including people with convictions, people with a history of offending, victims of crime and children and families affected). This participation will ensure cognisance is taken of the issues which affect our communities in order that these can be reflected in future community justice planning in Shetland.



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Appendix 3 – Integrated Impact Assessment Outcomes Report

Name of Proposal	Shetland Community Justice Plan (Community Justice Outcomes Improvement Plan 'CJOIP')
Description of Proposal	Shetland Community Justice Partnership has developed a refreshed Community Justice Outcomes Improvement Plan for Shetland – the Shetland Community Justice Plan 2020-2022. A strategic needs assessment was undertaken for development of the previous community justice plan in 2017, with ongoing review of available data on an annual basis. The plan contains 4 priorities – 3 based on previous needs assessment and data and included in previous plan: 'participation', 'wellbeing' and 'prevention' – and 1 added as a result of improvement planning: 'improvement'. These priorities will be the basis for outcomes improvement work for Community Justice in Shetland. Outcomes and intended activity related to each priority is included in the plan, which will be followed by detailed delivery planning to set out how the priorities will be delivered will begin in April 2020.
Lead Organisation / Partnership	Shetland Community Justice Partnership
IIA Lead Person	Rachel McDill
Date of IIA	March 2020

IIA Group Members

Rachel McDill, SIC
 Anna Sutherland, SIC
 Vaila Simpson, SIC

Recommendations from IIA

Positive Impacts

The plan focuses on improving outcomes for people with community justice experience (people who offend, people with convictions, victims of crime, children and young people who offend, who are at risk of offending or are transitioning into adult community justice services, children and young people affected by parental offending or imprisonment, families of all of the above), and there are a wide range of potential positive impacts in relation to a number of factors covered by the IIA:

Diversity (Age, Disability, Gender) - the plan seeks to develop early intervention and preventative approaches to supporting children and young people who offend. There are identified correlations



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Wellbeing



Improvement

between those with learning disabilities and convictions with a knock on effect on employability and income. The plan seeks to reduce barriers to employment. The plan is designed to support both males and females with convictions. While it is recognised that the approaches may require to be tailored to males or females, neither sex will be disproportionately impacted. The continued development of a person centred approach is fundamental to the plan for all these groups.

Health – the ‘wellbeing’ priority contained within the plan seeks to improve outcomes related to health and wellbeing for everyone affected by crime, offending behaviour and contact with the justice system. This includes a focus on mental health and wellbeing, physical activity and substance use. Links to other local plans/projects addressing wider inequalities will be essential during the delivery planning phase in order to contribute to wider positive impacts around affordable food, healthy diet and early years.

Socio-economic inequality – in tackling preventable offending behaviour and reducing the impact on victims, families and the wider community, the Shetland Community Justice Plan aims to support the most vulnerable in the community by working to tackle poverty, socio-economic disadvantage and other inequalities, and by working to reduce exclusion/increase participation for the whole community.

Negative Impacts

Potential negative impacts relating to targeting resources which might result in changing service provision elsewhere should be considered in designing projects as part of delivery planning. For example the impact of focus on prevention to service provision later in the justice system, and a focus on particular geographical areas where there are concentrated issues leading to less focus on communities seen to have lesser need. An IIA should be considered for all projects in order to adequately assess and mitigate against these negative impacts.

No Impacts

Areas considered not to be impacted upon (e.g. environmental impacts) should remain under review for future iterations of the plan and as part of individual IIAs for delivery planning.

Issues arising from IIA

Consideration of actual or perceived differential impacts must be considered in relation to Community Justice activity, particularly consideration for communities and those affected by crime. Engagement with key groups is central to delivering improved outcomes for those most in need – work streams, projects and initiatives developed or aligned under Community Justice priorities should undertake an Integrated Impact Assessment to ensure that opportunities for engagement are explored with particular groups. An IIA should also be considered standard practice when designing projects or shifting resources.



Participation



Prevention



Wellbeing



Improvement

Securing the participation of the community in designing, delivering and monitoring outcomes improvement will help greatly in ensuring that outcomes are improved for those most in need – the IIA will help to guide project staff as to what groups and bodies could be involved.



Participation



Prevention



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Improvement

Contact



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Participation



Prevention



Wellbeing



Improvement