

Community Justice Scotland
Ceartas Coimhearsnachd Alba

Community Justice Outcome Activity Across Scotland
Local Area Annual Return Template Guidance
2021-22

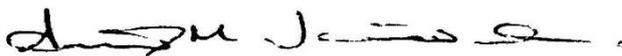
April 2022



1) Community Justice Partnership / Group Details	
Name of local authority area/s	Shetland Community Justice Partnership
Name and contact detail of the partnership Chair	Name: Anita Jamieson Email: anita.jamieson@shetland.gov.uk Telephone: 01595 744363
Contact for queries about this report	Name: Colleen Flaws Email: communityjustice@shetland.gov.uk Telephone: 01595 744861

2) Template Sign-off from Community Justice Partnership / Group Chair

Date: ...6th September 2022.....



Name:.....



3) Governance Arrangements

Describe your current governance structure for community justice arrangements and include links to wider community planning.

Structure diagram is presented below as well as reporting arrangements as contained within the Terms of Reference for Shetland Community Justice Partnership:

The SCJP will provide regular updates to the Shetland Partnership Management & Leadership Team (MLT) via an annual report, progress reports in relation to projects or actions contained in the CJOIP as required and exception reporting, but on an agency basis will individually report to their respective Boards/Committees as appropriate at least annually.

The MLT will be responsible for monitoring the activities of the SCJP and ensuring progress against the targets set.



4) Progress From 2020-21 Recommendations

These recommendations were published at the end of the reporting year and concern 3rd sector engagement, futures planning, and compliance with the Community Justice (Scotland) Act 2016. Please detail what work partners have undertaken, or intend to undertake, in response to the following 2020-21 recommendations:

Recommendation 1: Partnerships should build on work undertaken within the reporting period relating to third sector identification and engagement, and apply lessons learned to ensure they have established mechanisms to identify and engage with victim organisations as well.

a) What local strengths or recent progress relates to recommendation 1?

Victim Support Shetland have been a contributing member of SCJP since inception. Staff changes and difficulties with recruiting to local post have continued, resulting in gaps in representation during 2021/22 – post out for advertisement currently (5th time).

We have welcomed the new Chief Executive of Shetland's third sector interface (TSI), Voluntary Action Shetland (VAS) as an active member of the SCJP. This will provide consistent and effective representation of the third sector on the partnership, and allow for improved engagement in future planning with both offender and victim organisations. The Community Justice Forum has been offered as a mechanism for sharing and communication though, to date, there has not been much interest in this due to pressures on third sector organisations during (and continuing from) the pandemic. It is an option we plan to revisit as the TSI representative feels this would be beneficial and is keen to establish this, when the time is right. Third sector partners have been included in relevant community justice communication throughout this period and actively sought out to participate in work such as the SNSA.

A dedicated Domestic Abuse and Gender Based Violence Partnership co-ordinator role has recently been established and recruited to. The person in post will be invited quarterly to attend the Shetland Co-ordinators Meetings, set by the CJO as a means to keeping each other informed on upcoming projects, challenges, collaborative work opportunities, training opportunities, etc.

Recommendation 3: Partnerships should undertake (or evidence the work already undertaken) to understand the future need and demand on their services: in particular, but not constrained to, recovery from the pandemic.

b) What gaps or emerging changes in need and demand for services have been identified?

When mapping services as part of the SNSA against the national outcomes, the preventative element contained within outcomes 3 (People have better access to the services they require, including welfare, health and wellbeing, housing and employability) and 4 (Effective interventions are delivered to prevent and reduce the



4) Progress From 2020-21 Recommendations

risk of further offending) are addressed by multiple services. This is also the case for the person centred outcomes 5, 6 & 7. It appears that there is less local activity focussed towards outcome 1 (Communities improve their understanding and participation in community justice) and outcome 2 (Partners plan and deliver services in a more strategic and collaborative way) however. This is largely in line with what SCJP have previously identified as areas of focus around stigma and partnership working.

How services work together as part of an individual's journey through the system is not captured by this mapping exercise and should be considered separately.

Noted is an emerging need for the capacity to effectively support individuals who have committed sexually based offences within JSW.

c) How has this been identified?

SCJP is coming towards the end of a service mapping exercise using the results of a SNSA on services involved in the justice system. We have based the approach to SNSA activity on that promoted by Community Justice Scotland, including guidance and data manuals to plan and undertake SNSA. SNSA (in both the approach taken and the final product) will be locally appropriate given some constraints around data in a small population.

A wide range of population level and justice specific data has been collected, individual conversations with partners have taken place in relation to the data collected to provide additional narrative and context where necessary.

Individual consideration by partners of these initial findings has taken place in order to consider any gaps/areas requiring further analysis and to begin considering what data is suggesting.

A workshop style event was held for partners, at which findings were presented and potential priorities suggested for the next CJOIP. Feedback was invited from all CJP partners and other stakeholders (e.g. strategically related partnership coordinators) to ensure inference development included a range of specialist knowledge/experience), and collated with some action points to further progress development of local priorities and plan writing. The next step is to talk directly to individuals with 'lived experience' of the justice system (ideally those who have offended, families affected by offences and direct victims of crime) to ensure their viewpoints are considered and their experiences have the opportunity to help shape the future focus of the plan.

Process to confirm priorities and related outcomes will also include a range of community planning partners to ensure that the next CJOIP compliments other strategic plans.



4) Progress From 2020-21 Recommendations

d) How will partners respond?

Partners are responding by considering the findings of the SNSA, which is informing priorities currently being set by the partnership for the next CJ plan. Once confirmed and agreed, delivery plans will be written which will dictate all community justice activity over the next 5 years. Partner involvement is the key to success here as their services and colleagues will effectively be delivering, monitoring and reviewing actions agreed within delivery plans.

e) What has restricted progress in this recommendation?

Services are responding as best they can within the resources available to them. Staffing has been an issue for many services with some posts proving difficult to fill and a shortage of preferred accommodation in Shetland, preventing some suitable candidates from off island, accepting employment offers. Covid related illness continues to disrupt 'usual service' within staff teams, at times reducing operations to 'skeleton staff' or 'emergency only' systems. Priorities of workers forced to change and partnership representation or input has had to, at times, fall down the list of priorities. It is acknowledged that this is not unique to the Community Justice Partnership and a period of recovery is required across the board.

Recommendation 4: Partners should note their collective statutory responsibilities under the Act to ensure that:

- all partners are aware of the statutory obligations, and that clarity and agreement is sought over partner expectations and contribution to ensuring these are met
- all national partners understand and comply with their individual responsibilities to supporting partnerships achieve their aims (section 35)

f) What work has been undertaken or planned to make improvements against recommendation 4?

All partners have been made aware of their statutory responsibilities under the act and have agreed to contribute. There are a small number of partners not attending at partnership meetings or engaging in community justice activity. However, the majority of partners do attend and contribute significantly, providing Shetland with a generally strong CJP.

New links have been made with our local Crown Office and Procurator Fiscal Service (COPFS) which will enhance partnership working, planning and service delivery.



4) Progress From 2020-21 Recommendations

For 2022-23 it is hoped that with the publishing of the new Community Justice Strategy (June 2022), our next CJOIP (due April 2023), and multiple staff changes, a short information session can be created and presented to all partners highlighting collective responsibilities and refreshing the focus of our work.

g) What did this achieve?

New links made with COPFS allowed open discussions around the use locally, of bail supervision orders, discussions around new electronic monitoring options and comment on proposed priorities for next CJOIP. COPFS are willing to attend key meetings where their input is specifically required and/or can meet occasionally with the Community Justice Officer to discuss specific matters.

h) In what ways did local partnership compliance to the Community Justice (Scotland) Act 2016 change during 2020/21?

Partnership compliance did not change during 21/22

An up to date Community Justice Outcome Improvement Plan (CJOIP) is still in place including a participation statement (to Dec 2022)

Writing of the next CJOIP is underway and the content of this is informed by the priorities and gaps identified by a strengths and needs assessment and, service mapping exercise, which has been in progress for several months.

A public facing Annual Report was published in October 2021 (link below)

[Microsoft Word - FINAL public report 20-21 \(safershetland.com\)](#)

In terms of the 'Duty of Co-operation' these are set out in the SCJP Terms of Reference and all, bar one statutory partner (Scottish Courts and Tribunals Service) comply with these.



<p>5) Covid-19 Pandemic Impact</p>	<p>The pandemic continued in 2021-22. This section should be used to reflect some of the a) challenges/negative implications and b) opportunities/positive implications from the Covid-19 pandemic on the community justice partnership. This can include impact on the improvement activity, partner collaboration, delivery of services.</p>
<p>Challenges / Negatives</p>	<p>Positives / Opportunities</p>
<p>Service level delivery has not yet returned to pre-pandemic levels, with ongoing issues around covid catch-up, sickness absence etc. impacting on capacity for partnership activity.</p> <p>Uncertainty relating to long term impacts of the pandemic in relation to justice and subsequent impacts on planning at service and partnership level – this is also the case for the SNSA which forms the basis of our strategic planning, as we may not see in the data at this stage what the long term impacts are. The partnership will need to build in an element of responsiveness to a changing landscape.</p> <p>An Increase in social isolation was noted of individuals subject to Community Payback Orders.</p>	<p>Moving to virtual meetings last year improved attendance at partnership meetings for us and this has continued. We can now have regular attendance from partners from outside of Shetland and have invited relevant guest speakers both locally and from mainland Scotland to provide useful information and updates which the virtual meetings have made possible.</p> <p>Some training sessions and conferences have been accessible online and co-ordinators and partners have been able to attend without incurring the extra travel and accommodation costs, and without days away from the island, etc.</p> <p>Justice social work and other partners working in partnership to ensure regular contact with those individuals subject to an Order or who were identified as in need. Alternative modes of communication including face time, WhatsApp, walks instead of office visits, took place.</p> <p>Collaboration of agencies involved in the Care for People Team ensured an oversight role of areas of need and growing pressure and escalation plans were in place.</p> <p>The lower level restrictions in island areas resulted in a quicker resumption of services. Office visits for High risk individuals and MAPPA cases remained a priority. Partnership working with the</p>



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Challenges / Negatives	Positives / Opportunities
	Shetland Community Bike Project secured individual placements for those subject to unpaid work and other activity requirements.

DRAFT



6) Performance Reporting – National Outcomes	This section is designed to capture the evidence and data that has been used by your partnership over the reporting period to assess progress against the national outcomes.
<p style="text-align: center;">NATIONAL OUTCOME ONE</p> <p>Communities improve their understanding and participation in community justice</p>	<p>With regard to the following indicators:</p> <ul style="list-style-type: none"> ➤ Activities carried out to engage with ‘communities’ as well as other relevant constituencies ➤ Consultation with communities as part of community justice planning and service provision ➤ Participation in community justice, such as co-production and joint delivery ➤ Level of community awareness of / satisfaction with work undertaken as part of a CPO ➤ Evidence from questions to be used in local surveys / citizens’ panels and so on ➤ Perceptions of the local crime data
<p>New activities: What new activities in 2021-22 were driven / undertaken collectively by the community justice partners/hip in relation to outcome one?</p>	<p style="text-align: center;">What was the impact of these activities?</p>
<p>Shetland pledged to become a trauma informed Island, this included the members of the SCJP. Partners were invited to trauma training and leadership meetings. This will continue in 22/23</p> <p>Trauma informed lens taken to justice social work service. Service user led and informed.</p>	<p>Raised awareness of individual trauma and the impact of trauma on daily lives. Provided greater understanding on the impact of trauma on offending behaviour.</p> <p>Very positive feedback on the relationships and interventions with justice staff.</p> <p>Action plan created and implemented on the outcome of the exercise.</p>



6) Performance Reporting – National Outcomes	This section is designed to capture the evidence and data that has been used by your partnership over the reporting period to assess progress against the national outcomes.
<p>Restorative training for the partnership</p> <p>The SCJP provided a briefing update to COSLA Leaders on the progress of development and publication of the National Strategy for Community Justice 2022 and advised on ‘next steps’ expected regarding the national OPIF and proposed local SNSA, service mapping and eventually wiring of new local CJOIP for publication in 2023.</p> <p>Community Justice Scotland published a Community Justice Framing Toolkit which was shared with partners and beyond</p>	<p>Learning from the exercise shared with other areas in the community justice partnership and beyond. Increased awareness of restorative approaches. Some agencies collaborated to deliver services.</p> <p>Increased awareness of work being carried out by SCJ partners locally and how this links to national strategies and aims – how Shetland is meeting its statutory obligations in the area of Community Justice.</p> <p>Partners and other colleagues have a toolkit to use as a guide to assist in transforming the current narrative and perceptions around community justice. The toolkit is available to support people and organisations to shape how they speak, write and communicate about community justice in ways that have potential to increase public awareness and confidence in it as a sentencing option.</p>
What ongoing activities took place in relation to outcome one?	What was the impact of these activities?
<p>Police Scotland ‘Your Police’ Survey</p>	<p>This annual survey provides feedback from the public through a Citizen Space platform. Police Scotland were able to use this to help shape the Annual Police Plan for 22/23 and this platform is left open for ongoing communication with the public. The 22/23 survey is now open. Local police take account of the feedback received nationally every year, alongside local partnership</p>



6) Performance Reporting – National Outcomes	This section is designed to capture the evidence and data that has been used by your partnership over the reporting period to assess progress against the national outcomes.
	working, move to address local presenting issues when different from those identified nationally.
NATIONAL OUTCOME TWO Partners plan and deliver services in a more strategic and collaborative way	Where applicable have regard to the following indicators. <ul style="list-style-type: none"> ➤ Services are planned for and delivered in a strategic and collaborative way ➤ Partners have leveraged resources for community justice ➤ Development of community justice workforce to work effectively across organisational/professional /geographical boundaries Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA
What new activities in 2021-22 were driven / undertaken collectively by the community justice partners/hip in relation to outcome two?	What was the impact of these activities?
<p>Justice Social Work participated in national discussions around the use of the Visor system.</p> <p>Collaboration between Justice Social Work and Space2face around the development of restorative group work for females who become involved with the justice system.</p> <p>A local Inter-agency Partnership Training Group (IPTG) was established</p>	<p>Ensure local needs and views are taken into consideration. Discussions ongoing.</p> <p>Group provided a safe space to address shared issues through the medium of Art. The work was trauma informed and focused on restorative practice. Group continue to meet as a support group. Attendees report positive individual outcomes.</p> <p>Key partners have come together to identify fundamental trainings available across four partnerships (Alcohol & Drugs Partnership, Public Protection Committee, Domestic Abuse & Gender Based Violence Partnership, Mental Health & Wellbeing</p>



6) Performance Reporting – National Outcomes	This section is designed to capture the evidence and data that has been used by your partnership over the reporting period to assess progress against the national outcomes.
<p>Community Justice Officer promoted training on Gambling Harms delivered by the RCA Trust in Paisley through the partnership</p>	<p>Partners and Community Justice) with the view to create a common framework to ensure consistent provision of training to individuals of varying standing, i.e. from awareness sessions available to the general public to specialist training required for specific roles of employment. Impact unknown as yet.</p> <p>3 x local police officers in Shetland took up this training opportunity through their partnership representative, attending sessions to increase their awareness of the effect of gambling addictions, how to recognise the signs of gambling harms in practice and how to access appropriate support for people in this situation.</p>
What ongoing activities took place in relation to outcome two?	What was the impact of these activities?
<p>Full engagement with MAPPA agencies both locally and regionally. Multi agency Attendance at MAPPA strategic oversight group, MAPPA conferences and core groups.</p>	<p>Active and supported management of individuals subject to MAPPA. Clear risk management plans, regular core group meetings and reviews.</p> <p>Participation at the Regional Strategic Oversight Group ensures Island needs are reflected in the development of MAPPA processes.</p>



<p>NATIONAL OUTCOME THREE People have better access to the services that they require, including welfare, health and wellbeing, housing and employability</p>	<p>Where applicable have regard to the following indicators.</p> <ul style="list-style-type: none"> ➤ Partners have identified and are overcoming structural barriers for people accessing services ➤ Existence of joint-working arrangements such as processes / protocols to ensure access to services to address underlying needs ➤ Initiatives to facilitate access to services ➤ Speed of access to mental health services ➤ % of people released from a custodial sentence: <ul style="list-style-type: none"> a) registered with a GP b) have suitable accommodation c) have had a benefits eligibility check ➤ Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending
<p>What new activities in 2021-22 were driven collectively by the community justice partnership in relation to outcome three?</p>	<p>What was the impact of these activities?</p>
<p><u>Families Outside</u></p> <p>One constant theme for families living on Scotland’s islands is the cost of prison visits. Families Outside have been working on a case by case basis to enable families to access available funding for meeting these costs however over this past year we have been supporting research into the Financial Impact of Imprisonment and are keen to utilise these findings to get a more robust policy in place for families visiting mainland prisons from the islands.</p>	<p>TBA next year...</p>



What ongoing activities took place in relation to outcome three?	What was the impact of these activities?
<p>All people released from custody are offered through care, either statutory or voluntary. Good partnership working between agencies, including Social Work, Housing and Health. Support is also offered to access benefits. A service level agreement exists between Justice Social Work, Housing and SPS that allows SPS to identify pending releases so that individuals are identified early and timely release plans initiated.</p> <p><u>SPS Data Sharing Agreement</u></p> <p>Shetland Islands Council have signed up to a data sharing agreement with SPS which provides information relating to:</p> <ul style="list-style-type: none"> • People being admitted to custody each week from Shetland • People liberated over the preceding week to Shetland • People scheduled for liberation to Shetland in the forthcoming 12 weeks <p>Reports are received on a weekly basis by Housing & Criminal Justice Social Work.</p>	<p>100% of prison leavers were offered accommodation and general support with access to the community. People released from prison have access to shelter, money, food and emotional support.</p> <p><u>SPS Data Sharing Agreement</u></p> <p>The data sharing agreement with SPS remains invaluable at identifying those scheduled for release to ensure that everyone that is eligible to through care support is offered a service. Therefore, 100% of those who are sentenced to custody are offered support upon release to resettle into the community and access support to meet their basic needs, such as shelter, access to money and health facilities.</p>



Recovery Hub and Housing Support

Through positive, collaborative working between agencies, The Recovery Hub and Community Network (opened in 2020) continues to provide support to anyone affected by alcohol or drug misuse. A Community Housing Support Worker continues to work alongside the Project Manager and the Shetland Alcohol and Drug Partnership in developing integrated housing support provision and alcohol and drug services to customers to support harm reduction, engagement with treatment and moving towards recovery and healthier lives with the focus on securing and maintaining settled accommodation.

Groups now established are:

- Families Affected By
- Women in Recovery
- Cocaine Anonymous
- Social evenings

NHS - Access to Mental Health Services

Recovery Hub and Housing Support

Homelessness is often one of the greatest barriers to the recovery process and the Community Housing Support Worker works with customers to offer housing support provision aimed at tenancy/accommodation sustainment.

The role operates in a person centred way to enable people with complex needs relating to alcohol and drugs to maximise their quality of life, independence and opportunities. The Community Housing Support Worker works within the Community Recovery Hub and has a caseload of Customers who have been historically, difficult to reach.

Individuals can attend supported monthly dental clinics facing fears and receiving treatment

Take home Naloxone is available for overdose initial treatment – potential drugs death prevention

Wound care advice and dressings are available at the Recovery Hub where individuals can get early help to address substance use related wounds

Psychological Services has reduced its longest wait down to 62 weeks by providing more group work and having additional staff within the team.

Substance Misuse has continued to meet its target of providing access to service within 3 weeks

Psychiatry and Dementia has continued to provide access to service within 2-3 weeks



Families Outside

Families Outside is the only national charity in Scotland working exclusively on behalf of families affected by imprisonment. We speak to thousands of families each year, providing information and support on issues such as housing, finance, and emotional support.

Families of prisoners are innocent victims of crime. Children who suffer a member of their family being imprisoned are now recognised by the Scottish Government as experiencing an adverse childhood experience. This can have later life implications on their physical and mental health unless they are provided with the appropriate support and protective factors. Prisoners who maintain positive relationships with families are 6 times less likely to reoffend.

Total 4 cases supported by Families Outside consisting of:

- 3 Adults
- 1 Pre-school aged children
- 1 Professional

Of the Family Members supported all were female. Two were parents with a child in prison and one was supporting her child to have visits with her dad in prison.

Main issues for which cases above were requiring support were around:

- Visiting / Maintaining Contact – including Virtual Visits

All URGENT referrals were seen the same day

Families Outside

Feedback Gathered

'Aw thank you so much for your help. Your support was so appreciated and needed. Thanks for everything!'

'the strain of everything that has gone on is taking its toll on me.....Thank you for your help'

'you made me feel better already, just airing my concerns with someone I can trust takes a huge weight off'



- Information on Prison / Community Justice System
- Income / Benefits
- Own emotional / mental wellbeing

All families were supported by a Regional Support Coordinator on a one to one basis. Two self-referred themselves to the service and one was referred via third party.

One family was supported through our Winter Hardship Fund with £250 towards the cost of groceries / utility bills.

One family was supported with a laptop and mifi box to enable contact via Virtual Visits.

Families Outside offers accredited training to those individuals and groups across the statutory and voluntary sectors who come into contact with families affected by imprisonment. This training opportunities have been share with partners of the SCJP. Attendance at this training will count towards continuous professional development.

The training consists of three modules

- Understanding the issues for families affected by imprisonment
- Supporting children and young people who have a family member in prison
- Prison and prison visiting

The Families Outside: Families Affected by Imprisonment Training is designed to raise awareness of the impact imprisonment has on families, improve practice and develop the knowledge and skills of participants required when supporting families affected by imprisonment. 0 partners from Shetland have commenced training as yet.



Emotional Wellbeing and Resilience Project

EWR Focus Group - The EWR team designed focus group questions from the themes identified from the EWR survey (20/21). 12 Focus groups were carried out with 49 people aged 12-25 from across Shetland (21/22). The EWR team presented the findings to inform the work of the EWR project, Third Sector, NHS Shetland and Shetland Islands Council.

Voluntary Action Shetland – OPEN Project

OPEN Space project research team has developed an innovative approach to empower young people (up to 25 yrs.) in community action peer research. Their participation and leadership produced ideas and thinking that might not otherwise have been raised. The research team have shared skills and experiences to design and carry out research with young people, engaging with service providers and presenting the findings at strategic and other levels to influence change and improvements.

The needs analysis undertaken around what a safe space means to young people has developed a series of options on how best to meet the need. This is supported by existing research that a safe space can reduce risk taking behaviour and improve young people's mental health and well-being, as well as, providing an access point to support and services.

The Ideas Fund have invited OPEN to apply for an extension which centre's round the methodology and learning from the OPEN Space Project. OPEN volunteers, staff and professional researchers have established a strong working relationship, with

Emotional Wellbeing and Resilience Project

Improved skills, knowledge and opportunity for young adults (up to 25 years) to approach service design in partnership with service providers, reduced inequalities, and improved pathways and life skills.

Voluntary Action Shetland – OPEN Project

OPEN peer research project offers the opportunity to bridge the gap between service providers and young people by bringing young people in as equals in the service design process, supported by professional researchers whilst addressing pressing issues contributing to offending or re-offending behaviours i.e. providing a safe space which is can reduce risk taking behaviour, improve mental health and wellbeing and provide a place to access support and services



young people leading and undertaking the project, supported by researchers who offer expertise, knowledge and training.

The peer research project extension will:

- Undertake research to gain a better understanding of the drug culture in Shetland and the reasons why young people use drugs;
- Work with young people to understand support needs around drugs and alcohol in Shetland;
- Develop a series of options for how best to meet the need. Aiming to have recommendations to improve services; reduce stigma and raise awareness about cultural considerations;
- Embed ethical practice in peer research, principles and practice; and
- Provide an innovative approach to co-production founded in equality, inclusion and collaboration.

The Emotional Wellbeing and Resilience Project evidenced from their research carried out with young people that drugs and alcohol was the top issue for 12-25 year olds in Shetland.

OPEN is experienced in working with strategic partners, NHS Shetland, Council Services and Third Sector. The term co-production refers to a way of working where service providers and users can work together on the principle that those who are using a service are best placed to design and improve it.



<p>NATIONAL OUTCOME FOUR Effective interventions are delivered to prevent and reduce the risk of further offending</p>	<p>Where applicable have regard to the following indicators.</p> <ul style="list-style-type: none"> ➤ Use of 'other activities requirements' in CPOs ➤ Effective risk management for public protection ➤ Quality of CPOs and DTTOs ➤ Reduced use of custodial sentences and remand: <ul style="list-style-type: none"> a) Balance between community sentences relative to short custodial sentences under one year b) Proportion of people appearing from custody who are remanded ➤ The delivery of interventions targeted at problem drug and alcohol use [NHS Local Delivery Plan (LDP) Standard] ➤ Number of Police Recorded Warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs , DTTOs and RLOs) <p>Number of short-term sentences under one year</p>
<p>What new activities in 2021-22 were driven collectively by the community justice partnership in relation to outcome four?</p>	<p>What was the impact of these activities?</p>
<p>What ongoing activities took place in relation to outcome four?</p>	<p>What was the impact of these activities?</p>
<p><u>Scottish Courts and Tribunal Service</u></p> <p>Balance between community-based sentences and short custodial sentences was as follows:</p>	<p><u>Scottish Courts and Tribunal Service</u></p>



2020/21 – 48 Community-Based, 12 Short-Custodial
2019/20 – 45 Community-Based, 9 Short-Custodial
2018/19 – 44 Community-Based, 10 Short Custodial
2017/18 – 59 Community-Based, 8 Short Custodial

Short-term sentences, under 12 months in 20/21 accounted for 92% of all custodial sentences. This represents a rise of 32% from 2019/20.

Information from the Scottish Courts and Tribunals Service provides that there were 13 individuals remanded from Lerwick Sheriff Court in 2020/21, which represented 9% of accused persons (compared to 29 individuals representing 11% in 2019/20).

Proportion of people remanded in 2018/19 was 7%, and in 2017/18 was 5%.

In 2021/22, data received from SPS indicates that the percentage of people in their care from Shetland who were on remand ranged from 10-42% of those in prison at that time (captured on a monthly basis). Note that 10% represents 1 individual and 42% represents 5 individuals on remand at that time. This is similar to 2020/21, when remand rates for Shetland ranged from 9-43%.

NB: Requested figures from Justice Analytical Services. Figures for 21/22 not yet available.



Justice Social Work

Each individual subject to supervision and support had a case management plan in place to address individual need. Targeted interventions ranged from domestic violence and sexual offending programmes to develop coping and daily living skills. Impact of supervision is discussed in reviews and collated from exit questionnaires.

The Justice social work service continues to work with Space2Face, a local restorative and art based organisation to look at different avenues for restorative justice and using art as a medium for addressing anger issues.

Category	2019/20	2020/21	2021/22
Justice Social Work Reports/203s	63	71	101
Community Payback Orders	45	32	38
Offender Supervision Requirement	33	29	35
Unpaid Work Requirement	31	22	26
'Other' Requirements	5	4	9
Unpaid Work Hours Imposed	2913	3030	4110
Unpaid Work Hours Completed	3180	1945	3372
Diversion from prosecution	-	-	12
Statutory Throughcare	-	-	0

Justice Social Work

A case management plan offers a need and risk led service that targets individual need. A negotiated case management plan identifies the specific factors linked to offending to tailor interventions to meet such needs to reduce a risk of reoffending

Opportunities to support and improve outcomes for victims of crime and to contribute to support those with offences to address emotional aspects related to offending, in turn supporting desistance.



Voluntary Throughcare	-	-	7
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Justice Social Work carry out quarterly CPO quality assurance processes to ensure quality of service, including a proportionate sample of case 'file reading' as good practice. This was done following the guidance informed by the Care Inspectorates Guide to self-evaluation of community justice in Scotland, focusing on CPOs.

Substance Misuse Recovery Service (SMRS)

Shetland's SMRS team consists of 2.5 nurses, 3 substance misuse recovery workers and input from a GP with special interest in substance misuse. They provide assessment, treatment and support in the recovery process for those wishing to address their drug and/or alcohol issues. As part of their work, team members will use a variety of psychosocial interventions.

Referrals are accepted from GPs, Advanced Nurse Practitioners, hospital wards, Hospital Consultants, midwives, social workers, A&E staff, health improvement practitioners, criminal justice services and self-referrals

Snapshot of SMRS Caseload at 31st March 2022

	Total	Male	Female
Caseload	252	169	83
Alcohol	122	78	44
Drugs	125	89	36
Co-dependent	5	2	3

New referrals – 88. Discharges – 123

NATIONAL OUTCOME FIVE

Opportunity for practitioner reflection, service delivery shaping and planning.

Substance Misuse Recovery Service (SMRS)

The service provides guidance and medication in relation to pharmacological interventions delivered in a variety of settings including home and hospital. The individual concerned will be fully involved in an assessment and development of a recovery plan. This will also be discussed with and supported by the team. The individual is responsible for adhering to their plan and support for this can be delivered individually or in groups.

Have regard to the following indicator.



<p>Life chances are improved through needs, including health, financial inclusion, housing and safety, being addressed.</p>	<p>➤ Individuals have made progress against the outcome</p>
<p>How do partners measure outcome five for individuals?</p>	<p>If this information has been collated, what does it show?</p>
<p>Partners all use measurement tools specific to their own services to monitor and track progress of an individual through their service.</p> <p>For example, Housing use the Capita OPEN housing system for all their day to day housing management, they use Better Futures system for their housing support outcomes monitoring and they complete Scottish Government Homelessness statistics which monitors homelessness outcomes at a national level.</p> <p>Our strength in this area is owing to working and living in a small island community, where this poses challenges in many other ways, the small partnership planning approach can and does take place in a timely and person centric manner. Partners are very aware of each other's services and specialist skills, and can get key services around a table to 'tailor' a plan for an individual using case conferencing, robust data sharing protocols and thorough partnership action planning.</p>	
<p>If available, provide a supporting case study or other information to demonstrate activity and impact relating to outcome five.</p>	
<p>The Bike Project provides supported employment to clients with barriers to employment, this includes drugs, alcohol and mental</p>	<p>Quotes from <i>Justice Social Work 21/22</i>:</p>



health. We depend on grant funding and our core funding comes from Shetland Islands Council Fairer Shetland Fund (administered by Community Justice) and the Shetland Alcohol Drugs Partnership. Without this core funding The Bike Project could not operate.

CASE STUDY

The Shetland Community Bike Project got a referral from the Shetland Islands Council Justice Social Work for a client to undertake an unpaid work order.

The client age 24 completed his hours and was then taken on into a supported paid employment placement, funded by Community Jobs Scotland. This placement was for 12 months. During this time, he was supported with several personal issues including alcohol use and mental health. He progressed extremely well and was able to obtain an excellent progress report on completion. He gained a Velotech Bicycle Mechanics qualification, took on more responsibility in the workshop where he supported other workers to undertake bicycle repair work. He was a pleasure to have as a member of our staff. Because of this he was offered a job as a support worker in the workshop when his CJS placement ended.

His focus was to gain an apprenticeship and learn new skills and this was something the bike project would support him with. A local joiner had an opportunity for an apprentice and with our support he was offered an apprenticeship with this company. This was an excellent opportunity for him so he received our full support. We were sorry to have him leave but supporting clients with this kind of opportunity is one of our main aims. We have a

“The Criminal Justice Unit are grateful to Caroline and everyone involved with the Bike Project for their continued assistance in supporting individuals undertake their unpaid work in what is a well-supported and unique placement”.

“Justice Social Work continue to benefit from the placements made available at the Shetland Community Bike Project for those undertaking an Unpaid Work Requirement as part of a Community Payback Order. During 21/22, 10 individuals completed a total of 1,450 hours. This came at a time when Covid restrictions were still in place within the unpaid work squad setting so these placements enable individuals to get through hours quicker.

Justice Social Work and the Community Bike Project have a good working relationship, and this goes a long way in securing placements which not only benefit individuals but also the Bike Project and Justice Social Work.

A special thank you to Caroline and Neil from the Community Payback Team.”



<p>success rate of 90% getting clients into full time work. He wrote his resignation acknowledging how we had supported him and how reluctant he was to leave.</p>	
<p>NATIONAL OUTCOME SIX People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities</p>	<p>Have regard to the following indicator.</p> <ul style="list-style-type: none"> ➤ Individuals have made progress against the outcome
<p>Providing evidence on person centric outcomes has been challenging for most areas.</p> <p>How do partners measure outcome six for individuals?</p>	<p>If this information has been collated, what does it show?</p>
<p>Partners all use measurement tools specific to their own services to monitor and track progress of an individual through their service.</p> <p>For example, Skills Development Shetland (SDS) use a Career Development Plan, where they assess where an individual is at against a number of competencies linked to the four themes of Career Management Skills (CMS) (Self, Strengths, Horizons and Networks). This is mostly used with school pupils or young unemployed people, but is occasionally used with adult customers too. SDS review the plan with the customer and assess whether they have demonstrated improvements against the specific competency and therefore have developed their CMS.</p> <p>Our strength, beyond individual service monitoring tools in this area, is owing to working and living in a small island community. Where this poses challenges in many other ways, the small partnership planning approach can and does take place in a</p>	<p>The information collated shows progress against career management skills, leading to improved chances of employment and life skills which help development of positive relationships</p>



<p>timely and person centric manner. Partners are very aware of each other's services and specialist skills, and can get key services around a table to 'tailor' a plan for an individual using case conferencing, robust data sharing protocols and thorough partnership action planning.</p> <p>Partners share 'anecdotal' case studies during partnership working</p>	<p>The majority of these have not been documented but are an important tool in informing each other of outcomes for individuals. It can also increase responsiveness to emerging issues to be considered.</p>
<p>If available, provide a supporting case study or other information to demonstrate activity and impact relating to outcome six.</p>	
<p>The Shetland Islands Council Employability Pathway's main aim is to support people aged 16 to retirement age with various barriers move into employment, further education or volunteering opportunities. The service also provides a wide range of optional activities and group work such as outdoor days, gym groups, online quizzes, and working at their polytunnel. Activities change regularly and are tailored to current participant interests.</p> <p><u>CASE STUDY</u></p> <p>Bill (not his real name) first registered with the Employability Pathway service in December 2025 after a spell in incarceration. Leading up to his jail time, he had been convicted of multiple offences from 2006 to 2015 including Dangerous Driving, Assault and Schedule 1. He has a long-term battle with alcohol dependency; this is cited as a main catalyst for his convictions. His mental health repeatedly dips with his use of substances. This has a further link to his employment history.</p>	<p>Quote from Bill:</p> <p><i>"I really enjoyed the assistance and training and help updating my cv from (named support worker) and colleagues, especially (named support worker) is extremely professional and thorough, furthermore he is very patient also."</i></p>



Working with our support worker, Bill has worked on Self-determination, inclusion, empowerment, collaborative working skills and has received multiple opportunities to gain accredited qualifications. He engaged and disengaged throughout his time in the service. Often gaining short-term employment, only to lose this opportunity through a variety of reasons. Finally, in 2020 he was offered an intensive 12-week programme focusing on the Sector Specific Skills required to work in hospitality and retail. This was suggested for Bill to support him in a more holistic approach. He was offered a fully funded Gym Membership and to attend vocational activities such as Coffee and Catch up, sporting excursions and to volunteer at Annsbrae flower garden and Polytunnel.

Bill has gained a whole raft of qualifications through our partnership with the digital college. Finally, he was offered an Employer Recruitment incentive placement with Shetland Island Council's Estate operations within the Burial department. Here Bill studies his apprenticeship and is now a qualified Burial technician. He has held down the position for more than 1 year. No longer in receipt of Universal Credit, has no debt, is contributing to society and his community: something he takes great pride in.



<p>NATIONAL OUTCOME SEVEN Individuals' resilience and capacity for change and self-management are enhanced</p>	<p>Have regard to the following indicator. ➤ Individuals have made progress against the outcome</p>
<p>Providing evidence on person centric outcomes has been challenging for most areas. How do partners measure outcome six for individuals?</p>	<p>If this information has been collated, what does it show?</p>
<p>Partners all use measurement tools specific to their own services to monitor and track progress of an individual through their service.</p> <p>For example, JSW carries out an Initial Assessment with individuals to determine risk and identify appropriate management and support of the individual. This assessment informs an individual's action plan. This plan records achievements, setbacks and successes at 3 monthly reviews, or sooner if required and there is a final assessment at the end of involvement with the service.</p> <p>Our strength, beyond individual service monitoring tools in this area, is owing to working and living in a small island community. Where this poses challenges in many other ways, the small partnership planning approach can and does take place in a timely and person centric manner. Partners are very aware of each other's services and specialist skills, and can get key services around a table to 'tailor' a plan for an individual using case conferencing, robust data sharing protocols and thorough partnership action planning.</p>	<p>JSW provide an anonymous 'Exit Questionnaire' to individuals leaving the service. This is for an individual to fill out on their own, giving another opportunity to provide honest feedback as they may be difficult to do directly. JSW are making a concerted effort to improve the amount of Exit Questionnaire returns</p>



<p>If available, provide a supporting case study or other information to demonstrate activity and impact relating to outcome seven.</p>	
<p>Space2face - Shetland's restorative practices and restorative justice service</p> <p><u>Case study</u></p> <p>Throughout this case study the phrases we use within our service of 'person harmed' and 'person responsible' will be used rather than 'victim' and 'offender'. By removing the labels of victim and offender, we feel this re-focusses the conversation around the harm that has been caused. It also places the people most affected by the offence and its aftermath into the centre of the conversation - there is someone who has been harmed and someone who has taken responsibility for that harm.</p> <p>In October 2021 Space2face was referred by Justice Social Work the case of a young man in his twenties who had committed an offence of culpable and reckless conduct whilst driving. During the offence he had placed several emergency workers and members of the public at risk of harm. He stated that his reasons for wishing to take part in a restorative justice process were, 'to hopefully mend any damage I have caused'. Additionally, he said that he wished to 'meet the members of staff [emergency workers] affected by my actions' and 'to make peace and show I'm not a bad person'. He admitted that he felt anxious about 'meeting the people I have negatively affected'.</p>	



The young man had received a community disposal from the Court as a result of the offence. This included community payback hours as well as compensation. Space2face has a strong relationship with Justice Social Work in Shetland and we negotiated that the young man could carry out his restorative justice sessions as part of his community payback hours. This meant that he actually completed more hours than he was required to do, which we felt demonstrated his commitment to the process. As he was in full-time employment it also meant that he had to negotiate time off and shift patterns with his employers to be able to attend appointments with Space2face.

The preparatory process with the young man was carried out between January and July 2022 and culminated in a joint meeting with one of the people he had harmed during August 2022. He attended this meeting with his Mum who had also been deeply affected by what had happened.

In a separate parallel process we worked with one of the emergency responders involved on the day of the offence. He and his family had been significantly affected by the incident as well as other workers who had also been part of the response. The emergency worker attended preparatory meetings and the joint meeting with his partner.

During their preparatory work, the person harmed and his partner both spoke of the considerable incidents of trauma they had witnessed as emergency workers and the effects on them personally as well as more generally on colleagues. They agreed that in the past there had been a lack of support for workers experiencing and witnessing trauma, but that this had improved. The person harmed seemed to welcome the



opportunity the restorative approach and the joint meeting offered to have his voice and perspective heard. He said that it also gave him the right to respond which was not usually possible due to his professional role.

In the conversations with both parties, and in the joint meeting, there was an understanding and importance placed on the fact that the restorative approach enabled all participants to meet around the table as equals, as human beings, rather than in specific roles. This reinforces why in restorative meetings we sit around a circular table as we are all equal within the space of the meeting, whatever our roles are outside of that space.

During his preparatory sessions with Space2face, the young man found it easier to be doing something with his hands, rather than just sitting and speaking. In response, we supported him in the creation of a handmade weaving that expressed what had happened for him prior to the offence, the consequences of it and what he wanted to happen now. These are the three stages of a restorative process.

The joint meeting was facilitated by Space2face's two workers, and was powerful. Perhaps one of the most emotional moments was when the person harmed offered to be there at any time, on the end of a phone, if the person responsible just needed someone to speak with.

As part of the final section of the meeting the completed weaving - as in the image opposite - was gifted by the person responsible to the person harmed.



<p>During the gifting the person responsible talked about the imagery and colours he had used within the weaving. Speaking about these further expressed his feelings, alongside the changes, he wanted to see continue in his life following the offence.</p> <p>The incident, for him, had been a wakeup call regarding his lifestyle and substance mis-use. Space2face had made it clear to both parties prior to the meeting that the person harmed was under no obligation to accept the gift but in the end he did, gladly, during the meeting.</p>	<p>Following the joint meeting the person responsible said that it <i>'...feels like a weight off my shoulders'</i>. He also said that it had been <i>'heart-warming'</i> to see how <i>'forgiving'</i> the person harmed was.</p>
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<p>7) If you have identified other local community justice activities and outcomes which go beyond the national outcomes, then record them here.</p>	<p>Local outcomes</p>
<p>Please describe the activity</p>	<p>Then describe the impact</p>
<p>N/A</p>	<p>N/A</p>

<p>8) What other achievements and challenges happened?</p>	
<p>Achievements</p>	<p>Challenges</p>
<p>The partnership feels that maintaining services and operations as much as possible throughout the Covid pandemic is an</p>	<p>Staff turnover – loss of experienced workers in some areas and difficulties in recruitment.</p>



8) What other achievements and challenges happened?	
<p>achievement in itself. Services adapted to comply with national lockdowns whilst providing support to those in need. Ensuring social distancing and other relevant safety measures were in place at the earliest opportunity when restrictions eased. Services pulled together, sharing ideas, creating new options for fulfilling unpaid work hours whilst benefitting the wider community (food parcels, recycled clothing provision, etc.).</p> <p>An example of this is the work placements at the Shetland Bike Project for justice clients, where the project workshop was adapted to safely provide over 1000 hours of unpaid work placement when many other areas were still closed.</p>	<p>Our valued VSS service have had 4 rounds of recruitment for a Shetland based Co-ordinator (as at 31st March 2022) with no appointment being made. Statutory and voluntary services report being affected by the absence of the VSS role and have had to take on some of this work, additional to their remit, to support individuals through the court process as much as is possible. This is not sustainable long term. Cover is being provided temporarily by the Orkney Co-ordinator, however this individual has their own case load and their role is part-time so availability is understandably minimal. We have 1 long standing local volunteer who is doing as much as is practicable in terms of voluntary support.</p>



9) Additional Information including, next steps for the partnership

The process of priority setting which follows SNSA activity has begun, as discussed above. Additional data and context will continue to be added, and included in ongoing discussions relating to priorities in Autumn 2022. Key indicators to assess progress will be established as part of this process, and should include timescales for monitoring progress against these.

Refreshing the SNSA will take place in advance of any updated CJ Plan. There are currently gaps in data which make inference development challenging. It is acknowledged therefore that data gaps to be filled should be agreed by SCJP and work to establish relevant evidence should begin in advance of any update to the SNSA and writing of the new SCOIP and delivery plan.

Time line

Publish public facing Annual Report for 2021/2022 – by end November 2022

Workshops highlighting confirmed priorities followed by two delivery planning sessions with SCJP and wider frontline service partners (with Lynne Thornhill CJS) – 31st October and 1st November 2022

DRAFT SCJOIP (including delivery plan) written and ready for presentation at SCJP Meeting - Tuesday 6th December 2022

DRAFT SCJOIP (including delivery plan) written and ready for presentation at MLT Meeting – Thursday 15th December

DRAFT SCJOIP Plan Consultation Period - January / February 2023

DRAFT SCJOIP (including delivery plan) written and ready for presentation at Policy and Resources Committee – 24th February 2023

FINAL SCJOIP (including delivery plan) ready for publication – March 2023

Publish SCJOIP (including delivery plan) – 1st April 2023

Alongside this all current delivery of services by partners will continue, as will support and collaboration with other relevant partnerships and planning both locally and nationally to work towards agreed aims and actions.