

Shetland Community Justice Partnership Annual Report 2024/25



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. It aims to reduce offending behaviour and the harm that offending causes and promote social inclusion and citizenship.

Shetland Community Justice Partnership wants to secure the best possible outcomes for people with convictions, victims and witnesses, families and communities. Partners 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. We want to make sure that everyone affected by offending behaviour has access to the support they need to recover from the impact of crime.

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

This annual report will outline the key activity of Shetland Community Justice Partnership during 2024/25, and next steps for 2025/26.



Community Justice Activity in Shetland 2024/25

The Scottish Government's National Outcomes Performance and Improvement Framework details a series of structural and person-centred outcomes to achieve the vision contained within the National Strategy for Community Justice.

Local improvement actions have been identified to support achievement of these national outcomes. Planning and delivery of community justice in Shetland is based around three priority themes contained within the [Shetland Community Justice Plan 2023-28](#) to deliver these local actions, which in turn deliver on the Scottish Government national outcomes for community justice.

Local Priority Themes



Justice System

Developing a responsive approach to emerging needs within the justice system



Impacts & Experiences

Addressing the impacts of offending and common experiences of those affected by justice system



Improvement & Partnerships

Improving partnerships, working with communities, other agencies and the internal operations of the Shetland Community Justice Partnership

Key information and activity across Shetland Community Justice Partnership and related projects during 2024/25 is outlined below.

Shetland Community Justice Plan 2023-28

The Shetland Community Justice Partnership Plan, informing the work of the partnership for 2023-28 was published in December 2023. An accompanying action plan was proposed and agreed within the partnership early 2024.

A preferred monitoring and evaluation method was identified and work is ongoing to ensure we are meeting statutory obligations under the [Community Justice \(Scotland\) Act 2016](#)

A link to the Shetland Community Justice Plan for 2023-28 is provided on page 3 of this report.

Police Scotland and NHS



To enhance opportunity for people in police custody to receive support to address their needs, Police Scotland and the NHS have developed a new practice locally involving the provision of an Advanced Nurse Practitioner (ANP) in police custody to conduct a holistic assessment of any individual requesting this or, whom police colleagues feel require healthcare intervention. This can include physical and/or mental health assessment, including exploration of medical history where long term health conditions may be uncovered. Depending on assessment findings, onward referral to appropriate services can be made and where appropriate, individuals' supported to access these by an Outreach ANP in the community. [See Case Study on page 5.](#)

This is both responding to emerging needs within the justice system and addressing common underlying issues of those affected by the justice system using a multi-agency approach.

Additional to this, all people who have been in custody at Lerwick Police Station are offered an appointment with Justice Social Work staff to consider each persons situation, providing an opportunity to share information on services, signpost or refer an individual to an appropriate service to address any presenting needs.

Case study:

Person: A gentleman was recently released from prison after serving a long term sentence.

Background: He has a history of vascular disease, COPD, depression and substance use. He was previously on medication in prison but stopped after release due to lack of continuity of care and not having enough medication given when he was released.

ANP Outreach Support Provided:**1. Medication Support:**

- Reviewed current prescriptions and identified a gap in medication supply following release. Took a lot of looking through DOCMAN letters to find healthcare and medications received while in prison.
- Arranged an urgent Respiratory ANP appointment and prescription for medications to avoid relapse in uncontrolled COPD
- Educated the client on the importance of medication adherence and how to access repeat prescriptions.

2. Bridging Role in Healthcare Access:

- Helped the gentleman re register with a GP practice
- Acted as an advocate during health appointments, ensuring both physical and mental health needs were addressed in a trauma informed way.
- Liaised with respiratory ANP to restart therapy and ensure regular follow-ups.

3. Holistic Support:

- Already engaging with the Hub and peer support groups.
 - Encouraged engagement with housing and employment services, recognising the social determinants of health. Those services also do drop ins from the hub
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Challenges:

- **Continuity of Care:** Delays in transferring prison health records to community services led to missed medications.
 - **Trust Issues:** The gentleman was initially reluctant to engage with services due to past negative experiences. Was comfortable attending the hub and agreed to see Outreach ANP in that setting initially
 - **Complex Needs:** Managing both physical and mental health conditions alongside social challenges. Re engaging back into a small community, feeling stigmatised by organisations and the community
 - **System Barriers:** Difficulties navigating GP registration having been deregister while in prison.
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Opportunities:

- **Relationship Building:** Outreach support allowed for trust and rapport, increasing the likelihood of sustained engagement.
 - **Early Intervention:** Addressing medication gaps and health needs quickly reduced risk of hospital admission or relapse.
 - **Integrated Care:** Acting as a bridge across services promoting a more trauma informed holistic and coordinated approach to care.
 - **Empowerment:** Supporting self-management of health and navigation of services fostered independence.
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Outcomes:

- **Short-term:** Gentleman restarted medication, attended ANP appointment initially with support from outreach ANP, and engaged with staff at recovery hub.
 - **Medium-term:** Improved medication adherence and stability in health, improved mood and coping strategies.
 - **Long-term:** Increased engagement with community services, improved health outcomes, and possible reduced risk of reoffending due to better stability in life and within his health.
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Justice Social Work

Each individual subject to supervision and support in 2023/24 had a case management plan created and put in place to address individual need. The targeted plans ranged from domestic violence and sexual offending programmes to developing coping and daily living skills.

Establishing a personal case management plan for each individual allows for a service that targets individual need by identifying the specific factors linked to offending and tailoring interventions to meet such needs. This aims to reduce the risk of reoffending.

The impact of these case managements plans are discussed in reviews and collated from exit questionnaires.

Release from Custody & Throughcare

100%

of prison leavers
are offered accommodation and
general support with access to
the community.

100%

of individuals
who accepted throughcare
services were assisted, as
required, to obtain
accommodation, access benefits
and register with a GP.

All people released from custody are offered through-care to provide support with access to housing, finances, healthcare and emotional support. Good partnership working between agencies, including the Scottish Prison Service, Social Work, Housing and Health ensures that individuals are identified early and effective release plans are in place. Some people are required to attend statutory throughcare and others are offered and choose to attend voluntary throughcare. The partnership is planning a review of throughcare – initially

voluntary, and then statutory in order to gain a more qualitative view of offers provided to those in the justice system.

Community Payback Orders

Those who take part in Community Payback Orders (CPOs) generally report positive outcomes once they have completed their orders. Areas mentioned include relationship building skills with staff delivering and supporting CPOs, enhanced employment skills and experience of structure and routine, experiences of receiving positive feedback for work done and progress made by organisations and individuals. CPO client statements:

31 Individuals
were subject to a
Community Payback Order
in Shetland during
2024/25

"Overall whole unpaid work experience was very beneficial for my mental health and I'm very happy that the option to be able to pay back to the community exists."

"I feel I have contributed towards the community and this has made me think about taking up some volunteering work again."

Further, Justice Social Work conducted exit interviews with the individuals and organisations that benefitted from this work, and received overwhelmingly positive feedback. Examples are below:

"After an illness, I cannot dig much, these guys dug and prepped the ground, prior to my planting of a herb garden, {part of a healthy eating plan} I am very grateful for this and thank the community for their help."

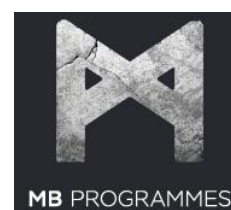
"An overall positive experience from the point of the request of the work and the work being carried out, both the timeframe and quality of work to completion of task was excellent."

"I worked with them and got on well with the people who came. They were very willing and had some good ideas on layout and lighting of our community Christmas Garden. They generally were respectful of the area and tried to keep it clean & tidy in wet and windy conditions."

Other Activities

Effective interventions are being delivered to prevent and reduce the risk of further offending. This includes the use of 'other activities' in Community Payback Orders such as activities for personal development around employment skills, daily living skills and building self-esteem and confidence. Those who participated in other activities in 2024/25 focused on the following:

- *REHIS Health and Safety Course*: Successful completion of this health and safety course, equipping individuals with essential qualifications to pursue employment opportunities within the construction industry.
- *Moving On Employment Project Support*: Securing Employment with those with barriers into employment. Assisting with CV development and job readiness.
- *Mark Brown 'Best of You' Programme*: a structured learning experience focused on developing practical skills and positive behavioural change.



Space 2 Face – Restorative Justice

Space2face is an independent and confidential trauma informed and person-centred service based in Shetland. The service works with those harmed through criminal and non-criminal harm. In the context of criminal justice this is called restorative justice and in non-criminal contexts restorative practices.

Space2face worked with 41 clients and participants this year (5 September 2023 - 4 September 2024). This included work with 8 people responsible (offenders) and 10 people harmed (victims/ survivors).

Space2face facilitated 2 direct face to face restorative justice meetings during the year (between people responsible and those they had harmed). One of these meetings took place in custody on the Scottish mainland and the other in the community in Shetland.

Space2Face expanded their work this year into the Scottish mainland and welcomed Gael Cochrane onboard as a new staff member based on the mainland.

They facilitated a Boys' Group, their work with the Phenomenal Women's Group continued and, they completed staff training in restorative practices with a primary school in Shetland.

Space2Face also adopted a new logo this year with volunteer time donated by the designer.



Above: Space2Face New Logo – 2024/25

Employability Pathway

The Shetland Local Employability Partnership (SLEP), through their in-house council and commissioned provision have supported people disclosing a criminal conviction. This cohort makes up 5.7% of our total supported participants. This is a 1.3pt drop on last



year, reflective on the proportional increase of those entering our support not holding this characteristic. We have seen 5 new registrations. 42% of our justice experienced cohort have entered a positive destination: showing a 64% relative improvement on last reporting period.

All participants on the pathway are offered access to our Digital College platform, enabling exploration into vocational qualifications for the workplace. We take pride in working well together, whilst providing excellent service and taking personal responsibility for each of our participants. Through our CLD lens, our key workers support individuals to better their self-determination, ensuring empowerment through collaborative working and the promotion of learning. Our pathway activities, such as workshops or walking groups emphasise the core principle of inclusion. Enabling our participants to become confident individuals, successful learners and becoming responsible citizens and effective contributors to their society.

The LEP are now exploring avenues to strengthen the employability services reach to earlier situations. Working with the Scottish Prison Service, Aberdeen city and Aberdeenshire councils employability divisions to explore the opportunity for a Shetland version of the Green King project witnessed at [HMP Grampian](#).

Looking to our colleagues in the Third Sector, the award-winning Shetland Community Bike Project (SCBP), offer voluntary and paid placements to individuals from a mixed group of characteristics. The SLEP commission targeted interventions for these with substance misuse or criminal convictions. Their time with the SCBP can go towards their Community Payback Order and further voluntary awards.

Strategically, the SLEP have committed to increasing the job sustainability of those with convictions and supported through our many interventions we can demonstrate an 75% sustainment at 6 months: well above national averages for all supported clients.

Referral pathways into our provision are strengthening each year. We have an online referral form found on our website which is designed to be used by professionals and members of the

public alike. This financial year we have seen the greatest number of referrals coming from our colleagues in the DWP (45%); however, this will include those already working with our Justice Social work partners.

Areas for Development

The Shetland Community Justice Partnership want to improve internal operations of the Partnership – including participation from statutory partners, third sector and justice experienced people.

It has been challenging for a small number of partners to engage in community justice activity. However, the majority of partners do attend the Partnership, and are keen to explore new ways of working to enhance partnership working, planning and service delivery.

Along with this, we are also interested in thinking of new and creative ways to increase engagement with those with lived experience.

We also want to continue improvement of partnership working between the Shetland Community Justice Partnership and other key partnerships, for example the Shetland Alcohol & Drug Partnership, Shetland Domestic Abuse Partnership and Shetland Local Employability Partnership and, promote the improvement of communication and coordination between services.

Next Steps

We will continue to explore effective methods to improve continuity or care for those touched by the justice system, including a review of local voluntary throughcare and support of anticipated national voluntary throughcare implementation.

We will review our local bail supervision and drug testing and treatment order pathways to ensure these meet standards, confidence and expectations of all involved in their use.

We will use opportunities to build stronger relationships with other partnerships, to continue to raise the profile of Community Justice locally and support existing services to deliver consistent and high-quality responsive services.

We would like to plan and deliver other Community Justice Events for key stakeholders and elected members, and the general public, to create greater awareness and general understanding of Community Justice in Shetland and to encourage improved partnership working.

We will explore how to engage and embed lived and living experience of those affected by the justice system, including children and families.

We will continue to support the roll out locally, of the National Trauma Transformation Programme, continuing to strive for a trauma informed workforce in Shetland.