

WD Community Justice Outcome Improvement Plan (CJOIP)

‘7 Minute Briefing’

Employability

A ‘seven minute briefing’ provides update on key issues relating to the needs of vulnerable people. Research suggests that seven minutes is an ideal time span to concentrate and learn, it is more memorable as it is simple and not clouded by other issues and pressures. This short duration also means that the brief holds the reader’s attention, as well as providing information to partners in an easy format to share with appropriate staff groups.

This seven minute briefing relates to the Community justice Outcome Improvement Plan (CJOIP) to be explored and discussed at the Community Justice Partnership meeting (April 2024).

I hope you find this useful and I am happy to take any feedback.

Thank you for your attention in this important matter.

Sent on behalf of Justice Social Work

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7. Annual Reporting

Local authority areas have a legislative duty to report on community justice performance annually. This requirement is outlined in section 23 of the Community Justice (Scotland) Act 2016. This reporting focuses on West Dunbartonshire's progress toward achieving local outcomes inclusive of employability outcomes. The goal is to enhance transparency and continuous improvement with all community justice services across Scotland whilst acknowledging challenges and barriers along with unexpected/unintended outcomes. As part of annual reporting employability, data collection and analysis is required to ensure that all justice service users are offered a needs-led service that improves opportunity and life changes for the individual. WD LEP data collection and analysis will support improvement planning with the ultimate goal of contributing to a reduction in recidivism and enhancing outcomes.

6. Data & Improvement Planning

Community Justice Scotland requires minimum data sets to help support local and national planning. Local CJPs are required to collect data that reflect support to justice populations to ensure that their needs met and improve life outcomes and opportunity. Examples of data required:

- How many people on community sentences were referred to local employability support services?
- How many people, on admission to prison, have an employability need?
- How many people, as part of release planning, were referred to employability supports?
- What percentage of people in employability services have convictions?

5. SMART Planning

WD CJP works collaboratively with WD LEP to provide education, employment, training, volunteering opportunities, and wider employability support that effects desistance and diversion - creating meaningful opportunity for behaviour change - ultimately reducing recidivism. This collaborative approach operates in a targeted manner for those high risk groups who are returning from custody back to the community; those on the fringes of justice; or those involved with justice services; - ensuring that WD residents are afforded optimal employability support, provided at the right time - ensuring enhanced outcomes and positive destinations for West Dunbartonshire residents. WD LEP has commissioned the Lennox Partnership to provide employability services to justice service user - committing to the employability undertakings embedded in the CJ legislation and gathering meaningful quantitative and qualitative data to help better understand the support provided and impact of this support. This activity is reported on via the 'No One Left Behind' and 'UKSPF' Projects.

1. Community Justice Explained

A legal definition of 'Community Justice' is provided in section 1 of the Community Justice (Scotland) Act 2016 (the Act). Research offered in the "Vision for Justice in Scotland (2022)" publication helps us to better understand the trajectories of those who enter into justice systems. The evidence appraises the intersectionality of offending behaviours with poverty; homelessness; substance misuse; physical and mental health inequalities; Adverse Childhood Experiences (ACEs); Sex; and the impact of Trauma – providing greater understanding into what drives and shapes offending behaviour and perpetuates recidivism. By tackling the root causes of offending to reduce recidivism victims are fewer and communities are safer.

2. West Dunbartonshire HSCP Community Justice Partnership

The remit of West Dunbartonshire's Community Justice Partnership (CJP) is to prevent and reduce further offending by addressing its underlying causes. The partnership is the strategic mechanism where partners collaborate to safely and effectively manage and support those who have come into conflict with the law, helping them to fully integrate into their community and realise their potential for the benefit of all citizens. The partnership priorities the safeguarding of victims ensuring they are afforded protection and supported in their recovery from the impact of crimes committed against them.

3. Key Personal Outcomes that support desistance, diversion and recidivism

1. Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed
2. **People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities**
3. Individuals' resilience and capacity for change and self-management are enhanced

WD HSCP Community Justice & Employability

4. Collaborating with WD Local Employability Partnership

WD LEP has commissioned the Lennox Partnership to deliver employability services to justice service users in WD. The Lennox partnership will offer a need-led, trauma informed, tailored service to WD Justice Services supporting WD CJP to meet **National Outcome No.3** Ensure that services are accessible and available to address the needs of individuals accused or convicted of an offence: **Priority Action 9: 'Enhance individual's life skills and readiness for employment by ensuring increased access to employability support through effective education, learning, training, career services and relevant benefit services.'**