



# The Highland Community Justice Plan 2018—2022

*Addendum for 2021/22*

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## Introduction

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This document is an addendum to the original 2017—2021 plan previously published. Throughout the initial three years we have made progress against a wide range of activities and actions, see page 5, however given the changes in the wider justice landscape, due significantly to the ongoing pandemic, but also the introduction of our Independent Chair and other national developments, we have made the decision to extend and review the existing plan for a further twelve months. This will allow a fuller and more extensive planning process for a three year period 2022—2025.

This additional planning period is necessary to ensure that we are better able to take account of and respond to the changes in Justice as a result of the pandemic. This will also allow our newly independent Chair an opportunity to participate fully in that engagement and planning phase before leading delivery of this longer term plan.

The details outlined within the body of this document reflect those actions we want to continue from the original three year vision, as well as some additions which respond to ongoing demands and changes, while preparing the Partnership for our 2022 plan.

As an addendum this document does not repeat the content from the fuller document and it is necessary therefore to read both the original plan and this addendum for the fullest picture of our work and how we have arrived at that.

The fuller plan can be found here: [2018 21 plan v4.pdf \(highlandcpp.org.uk\)](https://highlandcpp.org.uk/2018-21-plan-v4.pdf)



*The Community Justice Partnership March 2018*

## How We Revised The Plan

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Throughout February and March 2021 the CJP Manager hosted a series of development circles around the following themes:

Diversion from Prosecution, Mental Health & Wellbeing, Early Intervention & Diversion from Offending and Employment & Employability.

These circles included members of the CJP, other regional and national stakeholders and specifically Third Sector colleagues. The intention was to review the existing content, advise any additional areas of activity and action that would be appropriate and to form a foundation for ongoing engagement for the development of the 2022 three year plan.

Each session included some preparatory reading and preparation, a focus group structured discussion and a co-produced set of documents following the sessions which offered the opportunity to input for a short while immediately after.

The inputs have then been collated and a full CJP meeting has agreed the additions, revisions and themes to be fed into the next planning cycle for the 2022 plan. This has then been submitted to the Highland CPP for final agreement and published on the CPP website.

## Equalities Statement

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The Highland Community Justice Partnership is committed to equalities within its work and activities. Under our equality duties, we are required to report on progress made embedding equalities in our approaches and activities. In general, our equality duties require us, in the exercise of our functions, to have due regard of the need to:

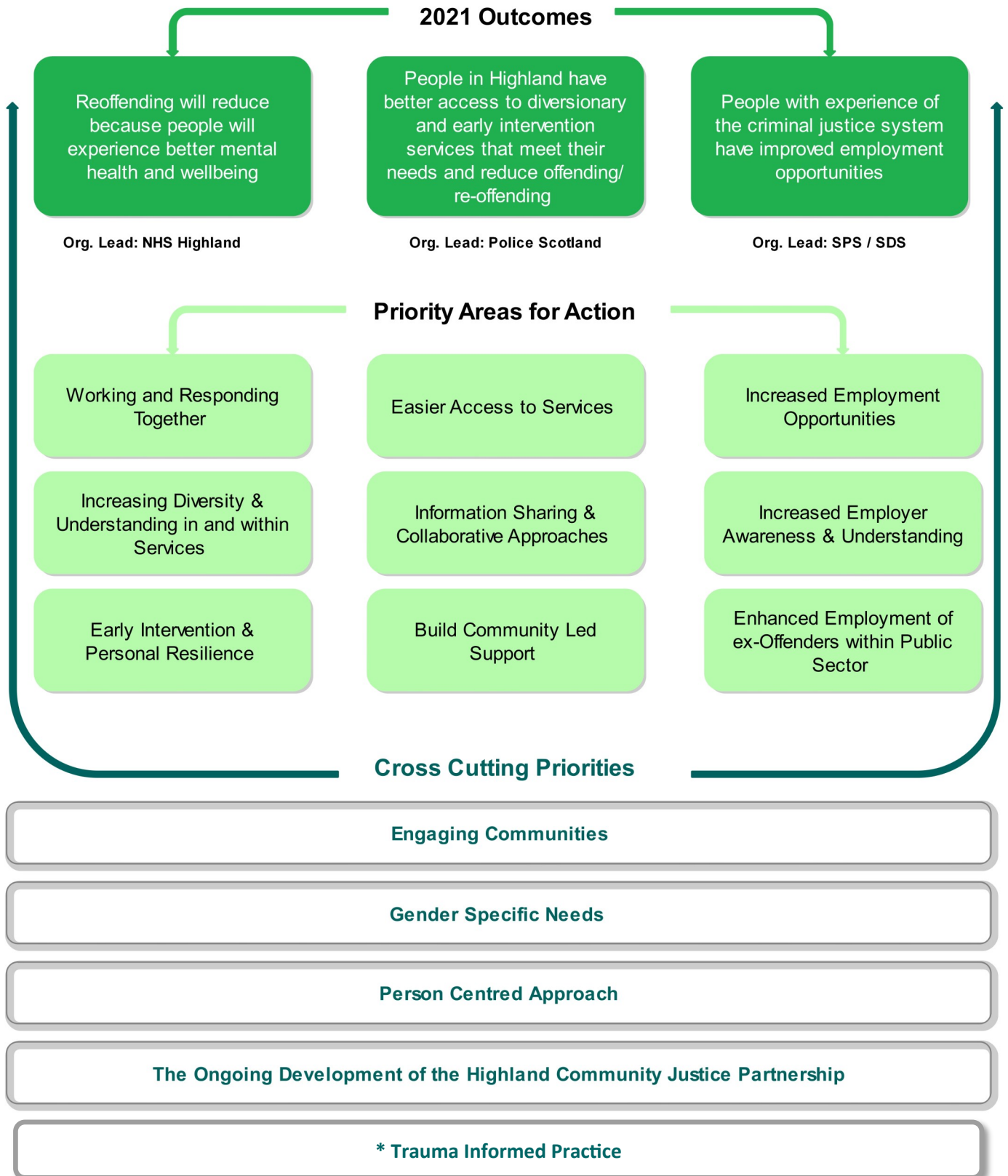
- Eliminate unlawful discrimination, harassment, victimisation, and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The Partnership is committed to mainstreaming equality and diversity and creating an approach that recognises the diverse needs of staff, partners and other stakeholders with whom we have contact, and promote equality. We will promote a positive attitude to equality, diversity, and address and eliminate harassment, victimisation and discrimination in staff management and in our relationships with partners and others.

We have adopted a single Equality Statement for the Partnership:

- Our Partner agencies, their staff and our other partner organisations will always respond appropriately, knowledgeably and confidently to the needs of colleagues, partners and others with whom we have contact who have protected characteristics.
- Our services are accessible to colleagues, partners and others with whom we have contact including those who have protected characteristics.
- People who have protected characteristics feel confident about interacting with the Highland Community Justice Partnership because we will not tolerate prejudice and promote an understanding of their needs.

# Our Existing Outcomes and Priorities 2018-2022



\* denotes a new addition 2021/22

## Progress So Far

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Since publishing their plan in late 2017 a number of actions and projects have been established or undertaken. The following provides some indication of the key highlights achieved and complete since the publication of the plan so far.

### **April 2018 - Small Change for Justice**

During the course of 2018 and following on from the success of Small Change for Justice, which was held in October 2017, a further 8 organizations obtained funding from the Partnership in February 2018 with the support of Criminal Justice Social Work. This enabled them to work throughout 2018 with those who had been affected by crime, had been involved directly in crime or were on the cusp of becoming involved in crime. Overall this means that more than £50k in small grants have been provided to support Third Sector and community based initiatives.

### **September 2018 - Greg Berman, Director for Court Innovation in New York - in Inverness**

Greg Berman, who was instrumental in setting up the Red Hook Justice Center in Brooklyn, New York spoke at an event in Inverness where he spoke to the audience about his experience of an innovative approach taken to justice through their work. The court was created to address the unique social and judicial needs of its surrounding neighbourhood.

The winner of multiple national awards for innovation, the Red Hook Justice Center houses a courtroom in which a single judge hears cases that under ordinary circumstances would go to three different courts—Civil, Family, and Criminal. The tools at the judge's disposal include community restitution projects, short-term psycho-educational groups, and long-term treatment. Beyond the courtroom, the Justice Center offers an array of unconventional programmes that work to improve both public safety and trust in justice.

If you would like to find out more about this approach and the outcomes achieved, then please visit:

<https://www.courtinnovation.org/programs/red-hook-community-justice-center>

### **February 2019 – Launch of Community Justice Newsletter**

The first Community Justice Newsletter was launched in February 2019. This is produced quarterly and is a way of updating those with an interest in community justice about what is happening both locally and nationally.

If you would like to receive our newsletter, please contact [cjmanager@highland.tsi.org.uk](mailto:cjmanager@highland.tsi.org.uk)

### **March 2019 – Small Change for Justice Roundup Event**

Small Change for Justice was originally held in 2017. This was a participatory budgeting event held by the Community Justice Partnership which initially saw seven projects funded with a further eight projects being funded from February 2018. The organisations were given a year to complete their projects and submit a report to the Partnership.

A Roundup Event was held in March 2019 celebrating the work of the fifteen projects including Abriachan Forest Trust, Apex, CALA Care and Learning Alliance, Crocus Group, Families Outside, Highlife Highland, The Libertie Project, Lochaber Hope, Men's Shed Dingwall, Newstart Highland, RASASH Rape & Sexual Assault Service Highland,

Serenity, Signpost (now In This Together), Skye & Lochalsh Council for Voluntary Organisations (SLCVO) and Youth Highland.

To date, the Community Justice Partnership have funded fifteen third sector projects across Highland who are working with those who have committed crime, have been affected by crime or working towards the prevention of crime being committed. This process has enabled some of the projects to produce evidence around what they have achieved and source further funding to continue with their work.

### **March 2019 – Pitch Your Problem**

The Pitch Your Problem Event also took place in March 2019 and saw three ‘problems’ being ‘pitched’ by statutory agencies (two from the police and one from criminal justice social work) to a third sector audience. One of the ‘problems’ pitched by the police in relation to anti-social behaviour is being progressed with the assistance of the third sector.

### **November 2019 – Courage of Our Convictions**

The Highland Community Justice Partnership hosted an evening of speakers and conversation, for employers and businesses in the Highlands, around the idea of supporting people in our communities who have offended to make changes in their own lives.

The event primarily focused on the difficulties and barriers surrounding those who have convictions and lived experience gaining employment. Inspirational speakers from as far afield as Belfast, Manchester and Glasgow talked about how gaining employment can be a turning point in someone’s life.

The event provided businesses with information on how barriers can be overcome, how they can assist in providing opportunities for those people who are disadvantaged and what assistance is available to them to help provide such opportunities.

Speakers included Karyn McCluskey, Chief Executive, Community Justice Scotland, <https://communityjustice.scot/> Darren Burns, National Recruitment Ambassador at Timpson Ltd, <https://www.timpson-group.co.uk/timpson-foundation/ex-offenders/> James Docherty of the Violence Reduction Unit, <http://www.svru.co.uk/> and Gerry Ford, Director at Mugshots, a prison-based printing enterprise in Northern Ireland, <https://www.mugshotsprintni.com/about-us>

One of the priorities within the Community Justice Plan 2018-21 is Employment and Employability. As part of the work around this priority, the Community Justice Partnership recognises that employment is a key factor in assisting with the reduction in offending and reoffending.

### **December 2019 - Community Justice Practitioner Forum**

The first Practitioner Forum took place on 10 December 2019 in Fort William. It was well attended with attendees from statutory and third sector organisations who work in the justice field.

The Forum is essentially a space for people to discuss any issues they have working within this field and possibly look at ways of working more collaboratively.



The Partnership are looking to eventually hold Practitioner Forums across Highland.

### **January 2020 - Custody Link Worker Project**

The Custody Link Worker Project started in January 2020 with the appointment of 2 Link Workers and a Coordinator. This is a 3-year pilot which is jointly funded by the Big Lottery, The Robertson Trust, Police Scotland and the Community Justice Partnership.

The Link Workers will be based in the custody suite at Burnett Road Police Station in Inverness and will engage with people coming into custody from the following criteria:

- All women over the age of 18
- All 18—26-year-olds
- Anyone over the age of 18 with two instances of custody within the last 6 months
- Anyone over the age of 18 where this is their first instance of custody

After an intensive induction period during January and February, they began taking referrals in March 2020. They are working with individuals on a one-to-one basis to help them identify their individual issues which increase their risk of offending behaviour and work with them to identify their aspirations for change.

The team also work with community-based resources, to which people will be signposted, to support the development of those services and identify where there may be gaps in provision.

At its core is the identification of and support to access resources within the community which can increase their personal resilience and wellbeing.

Stirling University are supporting the project with an academic evaluation.

The project has been affected by the outbreak of Covid-19 but is being progressed.

### **February 2020 - Life Through A Lens: Our Stories Matter**

A Joint Conference was held between the Highland Child Protection Committee and the Highland Community Justice Partnership.

The Conference featured a truly inspirational line up of speakers including Luke Hart, <https://www.cocoawareness.co.uk/> Madeleine Black, <https://madeleineblack.co.uk/> Darren McGarvey, <https://darrenmcgarvey.com/> Matt Carey <https://www.mattcareybooks.com/> and was facilitated by James Docherty of the Violence Reduction Unit [www.svru.co.uk](http://www.svru.co.uk)

The speakers addressed adverse childhood experiences including child abuse, domestic abuse including coercive control, substance misuse and the wider justice system.

Around 250 practitioners and managers from Highland Council, Police, NHS Highland and Third Sector partners attended the event. The day provided an excellent opportunity for practitioners from both children and adult services to gain a better understanding of the impact of unresolved trauma from childhood into adulthood; to

strengthen the links between those working in these particular fields and to strengthen links between statutory and third sector organisations involved in this hugely important work.

# The Revised Plan 2021—2022

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## OUTCOME 1: Reoffending will reduce because people will experience better mental health and wellbeing

Activity/Action	Evidence	Responsible Lead	Deadline	RAG
<b>OUTCOME ACTIONS:</b>				
<b>Establish a pilot Community Justice link worker project with an initial focus on female offending</b>				
Pilot project established <i>Pilot was delayed slightly due to Covid-19 but got underway in late June and will be monitored through the usual business of the CJP/pilot Sub-Group and Evaluation Group.</i>	Phase 1 of project plan initiated	ALL	April 2020	
<b>Establish community justice related topics for training and awareness raising for agency and sector staff within Highland. (See outcome 2 in relation to this)</b>				
Deliver an Employment training programme following Employment Event in November 2019	Training complete and evaluations	Roddy Bailey & Jonathon	Dec 2020	
<b>Pilot a 'safe place' for those at risk of or with a history of offending</b>				
Establish Café 1668 in Inverness city centre as a safe place for those who are vulnerable in Inverness City.	Project report update to CJP in Q3 2021/22	Mhairi Wylie	Sept 2021	
Establish a new Link Worker for a pilot project from the Café to support referrals into services within the drop in approach	Project evaluations and reports April 2022	Mhairi Wylie / James Maybee	April 2022	
Clearly identify where other safe places are in the city centre – where, when etc. Engage with other areas to plan to roll out towards end of the plan	Info to CJP/Development Circle	Margaret McShane & Mhairi Wylie	Sep 2021	
<b>Create opportunities for learning and information exchange into Highland from areas of acknowledged good practice to grow and develop responses regionally</b>				
Identify sources of good practice for mental health and wellbeing support and propose possible routes for learning	Report to CJP	ALL	December 2018	
Engagement with CPC and Adult Support & Protection Committee	Report to CJP	Ross MacKillop	Sep 2021	
Monitor progress with the potential roll out of DBI in other areas of Highland and receive future updates on opportunities through the service.	Report to CJP	Margaret McShane / Mhairi Wylie	Ongoing	
<b>Develop a domestic abuse 'other activity' as part of a CPO with an unpaid requirement</b>				
Identify partner agencies and scope out/write the 'other activity' component	Mental Health & Wellbeing 'other' activity module developed	James Maybee	Revised September 2021	
Establish and review pilot project	Evaluation report	James Maybee	Revised April 2022	

Provide an update on progression of survive & thrive group and computerised CBT, and online resources to support – mental health	Info to CJP/Development Circle	Sally Amor	Jun 2021	
Provide an update on progression in relation to progression of survive & thrive group and computerised CBT, and online re-sources to support – mental health	Info to CJP/Development Circle	Sally Amor	Jun 2021	
<b>Develop a range of alternative activities for women offenders subject to CPOs in Ross-Shire</b>				
Identify potential partner agencies and scope out needs and appetite for developing new approaches following the appointment of a new manager within CJSW	Report to CJP	James Maybee	April 2022	
<b>Develop a Highland Community Integration Planning Tool</b>				
Complete scoping and preparation for CIP tool ready for pilot	Pilot launched	Brian McKirdy		
Trial pilot products	Trial report	Brian McKirdy		
Review Pilot Outcomes	Recommendation for future development	Brian McKirdy		
<b>OUTCOME 2: People in Highland have better access to diversionary and early intervention services that meet their needs and reduce offending/reoffending</b>				
<b>Activity/Action</b>	<b>Evidence</b>	<b>Responsible Lead</b>	<b>Deadline</b>	<b>RAG</b>
<b>OUTCOME ACTIONS:</b>				
<b>Establish a pilot Community Justice link worker project with an initial focus on female offending</b>				
Pilot project established <i>Pilot was delayed slightly due to Covid-19 but got underway in late June and will be monitored through the usual business of the CJP/pilot Sub-Group and Evaluation Group.</i>	Phase 1 of project plan initiated	ALL	April-2019 April 2020	
Deliver an Employment training programme following Employment Event in November 2019	Training complete and evaluations	Roddy Bailey & Jonathon	Dec 2020	
<b>Undertake a rolling programme of youth engagement and education</b>				
Receiving progress on the delivery of 'The Slide' programme in Schools and exploring other opportunities for further delivery of key messages of partners	Report with recommendations circulated to CJP	Judy Hill	December 2021	
Exploring opportunities for redefining the engagement approach for school aged CYP with a view to developing a programme for engagement around key messages.	Report with recommendations circulated to CJP	Judy Hill	March 2022	

Engage with Caroline Cooper once development complete around May 2021 – with a view to using/sharing online support resources aimed at supporting children with a family member in prison to reduce mirroring behaviour/offending	Info to CJP/Development Circle	Margaret McShane	Jun 2021	
<b>Increase understanding and collaboration between the Public and Third Sectors</b>				
Establish a local practitioners forum in the North, West, Mid and South of Highland	Forum feedback and evaluation	Margaret McShane	Ongoing	
<b>Develop a pilot programme including activities for young male offenders subject to CPOs in the Inverness area</b>				
Establish a multi-agency group, including people with lived experience, to develop a pilot programme	Pilot programme established	James Maybee	September 2021	
<b>Increase the use of diversion from prosecution across Highland</b>				
Diversion from prosecution is considered in all appropriate cases (await outcome of pilot in Aberdeen City)	Report to CJP	COPFS	Ongoing	
Evaluating what we currently have in place, comparing and considering provision in other areas, and feed this into planning and delivery going forward.	Update report to CJP	James Maybee	August 2021	
Investigating links with the Custody Link Workers and Courts/Reporting Officer/PFs - through the Sub-Group	Update report to CJP with further actions for the 2022 plan	Alan Grant	August 2021	
Explore options for stronger links between Op. Respect and the CJP etc.	Update report to the CJP with further actions for the 2022 plan	Lindsay Tulloch Margaret McShane	June 2021	
Identifying interest and barriers around working within diversion within the Third Sector	Report to the CJP – with recommendations re: key themes and learning	Alan Grant Mhairi Wylie	August 2021	
<b>Develop a Highland Community Integration Planning Tool</b>				
Complete scoping and preparation for CIP tool ready for pilot	Pilot launched	Brian McKirdy		
Trial pilot products	Trial report	Brian McKirdy		
Review Pilot Outcomes	Recommendation for future development	Brian McKirdy		
<b>OUTCOME 3: People with experience of the criminal justice system have improved employment opportunities</b>				
<b>OUTCOME ACTIONS:</b>				
<b>Develop new employment initiatives and pathways for people with an offending history</b>				
Development of employability pilot – Libertie	Update to the CIP	Libby Bligh	April 2019	
	<b>Activity/Action</b>	<b>Evidence</b>	<b>Responsible Lead</b>	<b>Deadline</b>
				<b>RAG</b>

Revisit dialogue within CPP for public agency pathways in Highland for employment for those with a history of offending and further recommendations for how to improve	Report to CJP for paper to CPP Board	ALL	August 2021	
Contact LSO SFRS for an update on the report looking at employment of those with convictions within SFRS	Info to CJP/Development Circle	Niall MacLennan	Jun 2021	
Contact CPB Chair/APEX to explore new opportunities for employment within the CPP Partner Agencies, supported or co-designed through APEX Highland	Info to CJP/Development Circle	Ross MacKillop	Jun 2021	
Training and awareness session for employers in 3 <sup>rd</sup> and private sector around employment of those with an offending history	Training evaluation and report to CJP	Margaret McShane Roddy Bailey	March 2020	Delayed – Covid-19
Contact Disclosure Scotland for an update on training and awareness session for employers in 3 <sup>rd</sup> and private sector around employment of those with an offending history	Info to CJP/Development Circle	Margaret McShane	Jun 2021	
<b>Enhance opportunities for skills and employability development</b>				
Development of employability pilot – Libertie	Update to CJP	Liberty Bligh	April 2019	
Discussion to identify and scope programmes available to support individuals	Info to CJP/Development Circle	Alistair McDonald Libby Bligh Roddy Bailey	Jun 2021	
<b>Develop a Highland Community Integration Planning Tool</b>				
Complete scoping and preparation for CIP tool ready for pilot	Pilot launched	Brian McKirdy		
Trial pilot products	Trial report	Brian McKirdy		
Review Pilot Outcomes	Recommendation for future development	Brian McKirdy		
<b>Extend the provision of an employment and employability service available in Inverness, Badenoch &amp; Strathspey and Ross-shire to all offenders subject to a CPO</b>				
Establish links and connections with CJSW teams in Fort William, Portree, Golspie and Wick	Report	James Maybee	March 2020	
Complete the implementation of the extended provision to all CJSW teams	Report to CJP	James Maybee	March 2021	
Provide an update on the implementation of the extended provision to all CJSW teams	Info to CJP/Development Circle	James Maybee	Jun 2021	

The Highland Community Justice Partnership is a Sub Group of the  
Highland Community Planning Partnership

[www.highlandcpp.org.uk](http://www.highlandcpp.org.uk)

