



**MIDLOTHIAN
COMMUNITY SAFETY
& JUSTICE PARTNERSHIP**

The Midlothian Community Justice Outcomes Improvement Plan 2017 – 2020

Consultative Draft

The National Strategy for Community Justice

The following local and Scottish Government publications have been used in the development of the Midlothian Community Justice Outcomes Improvement Plan;

- National Strategy for Community Justice
<http://www.gov.scot/Publications/2016/11/5600>
- Community Justice Outcomes, Performance and Improvement Framework
<http://www.gov.scot/Publications/2016/11/3701>
- Guidance for Local Partners in the New Model for Community Justice
<http://www.gov.scot/Publications/2016/11/4628>
- The Single Midlothian Plan 2016-17
https://www.midlothian.gov.uk/info/200284/community_planning/214/community_planning

The Scottish Government **Vision** for Community Justice is;

- Scotland is a safer, fairer and more inclusive nation where we:
 - Prevent and reduce further offending by addressing its underlying causes; and
 - Safely and effectively manage and support those who have committed offences to help them reintegrate into the community and realise their potential for the benefit of all citizens.

The Scottish Government's **Mission Statement** for Community Justice is;

We will achieve this Vision by effectively implementing the Scottish Government's plans for penal policy to:

- Deliver a decisive shift in the balance between community and custodial sentences by:
 - Increasing the use of community based interventions: and
 - Reducing the use of short term custodial sentences:
- Improve the reintegration from custody to community

The Scottish Government's **Priorities** for Community Justice are;

Extensive consultation with stakeholders has made clear that the Scottish Government's vision and mission will be delivered by prioritising action in the following areas

- Improved community understanding and participation.
- Strategic planning and partnership working.
- Effective use of evidence-based interventions.

- Equal access to services.

The Scottish Government's vision for Community Justice is underpinned by the following **Principles**:

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

By **community justice** we mean: "the collection of individuals, agencies and services that work together to support, manage and supervise people who have committed offences, from the point of arrest, through prosecution, community disposal or custody and alternatives to these, until they are reintegrated into the community. Local communities and the third sector are a vital part of this process which aims to prevent and reduce further offending and the harm that it causes, to promote desistance, social inclusion, and citizenship."

The **new model for Community Justice**, underpinned by the Community Justice (Scotland) Act 2016, will transform the community justice landscape to bring a local perspective to community justice. The new model places planning at the local level where decisions can be made by people who know their area best. A legal duty is placed on statutory Community Justice Partners to engage in this planning process and report annually on their progress towards improving community justice outcomes.

Partnership working is crucial to improving community justice outcomes and community planning partnerships have an important role to play in facilitating this. In addition to the statutory partners, this requires the input of a diverse range of individuals and organisations covering a wide-range of interests, including housing, employability, and health and wellbeing. The diagram below shows just some of the diverse range of partners and stakeholders who have a role to play in community justice.

The third sector plays an important role in improving community justice outcomes. They are a source of innovation, responsiveness and flexibility, and can provide a meaningful connection to otherwise hard-to-reach service users and communities. The most effective way to improve outcomes for people and communities is by joined up working with the Third Sector at the planning stage.

Community is at the heart of the new model. Whether challenging stigma, employing people with convictions, or participating in community justice planning - improving community justice

outcomes will require the involvement and support of local people and businesses. It is vital that this includes victims of crime, people who have committed offences, families, and the community bodies that represent them.

The Community Justice (Scotland) Act 2016 places a legal duty on a range of statutory partners to plan and decide on how services are delivered within Midlothian to support prevention and a reduction in the number of people reoffending following a previous conviction. This approach aims to address the underlying causes of offending behaviour. Partners will work with a range of individuals and organisations that have a role to play in community justice. Statutory partners for community justice as outlined in the Act are:

Police Scotland	Health Boards	Integrated Joint Boards for Health & Social Care
Local Authorities	Scottish Prison Service	Scottish Courts and Tribunals Service
Crown Office & Procurator Fiscal Service		Scottish Fire & Rescue Service
Skills Development Scotland		

A national organisation has been established called Community Justice Scotland which will monitor performance across each local authority area in the achievement of seven common Community Justice Outcomes. A national strategy, performance indicators and a reporting framework set the strategic direction for partners and support delivery within Midlothian and more broadly across Scotland. Common outcomes are split between those that are either structural or person-centric and progress will be reported upon annually. All seven common outcomes form part of this plan:

Structural Outcomes – What we deliver as partners

- Communities improve their understanding and participation in community justice
- Partners plan and deliver services in a more strategic and collaborative way
- People have better access to the services they require, including welfare, health and wellbeing, housing and employability
- Effective interventions should be delivered to prevent and reduce the risk of further offending.

Person-centric Outcomes – Changes to users

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

There is a strong evidence base that identifies the underlying causes of offending behaviour and those factors that can be a positive effect on attitudes and prevalence of future offending known as criminogenic needs. The complex needs that services support have been identified as;

- Availability of suitable Housing
- Health
- Education and Training
- Relationships with friends and family
- Substance misuse
- Financial difficulties
- Attitudes to offending
- Employment
- Mental Health

The Midlothian Community Justice Outcomes Improvement Plan sets out the improvement actions identified as being necessary to support achievement of the common outcomes.

Governance

The Midlothian Community Safety & Justice Partnership Board has been established to coordinate and oversee community justice transition in Midlothian. The Board has responsibility for the implementation of the improvement actions contained within this plan and content of the national strategy. Members will report annually on the indicators contained within the national Outcomes, Performance and Improvement Framework.

The Community Empowerment (Scotland) Act 2015 creates the legislative framework for community planning in Scotland. It places a duty on specific statutory partners to contribute towards improving outcomes through community planning.

One of the strategic priorities within community planning is reducing inequalities; this includes all of the services that support the reduction of offending and reoffending.

The intended lifetime of the plan will be three years with progress continually monitored by the Midlothian Community Safety & Justice Partnership Board and reported annually to Community Justice Scotland.

The statutory partners are required to review this plan throughout the three year period, and in the following circumstances, to determine when a new plan is required:

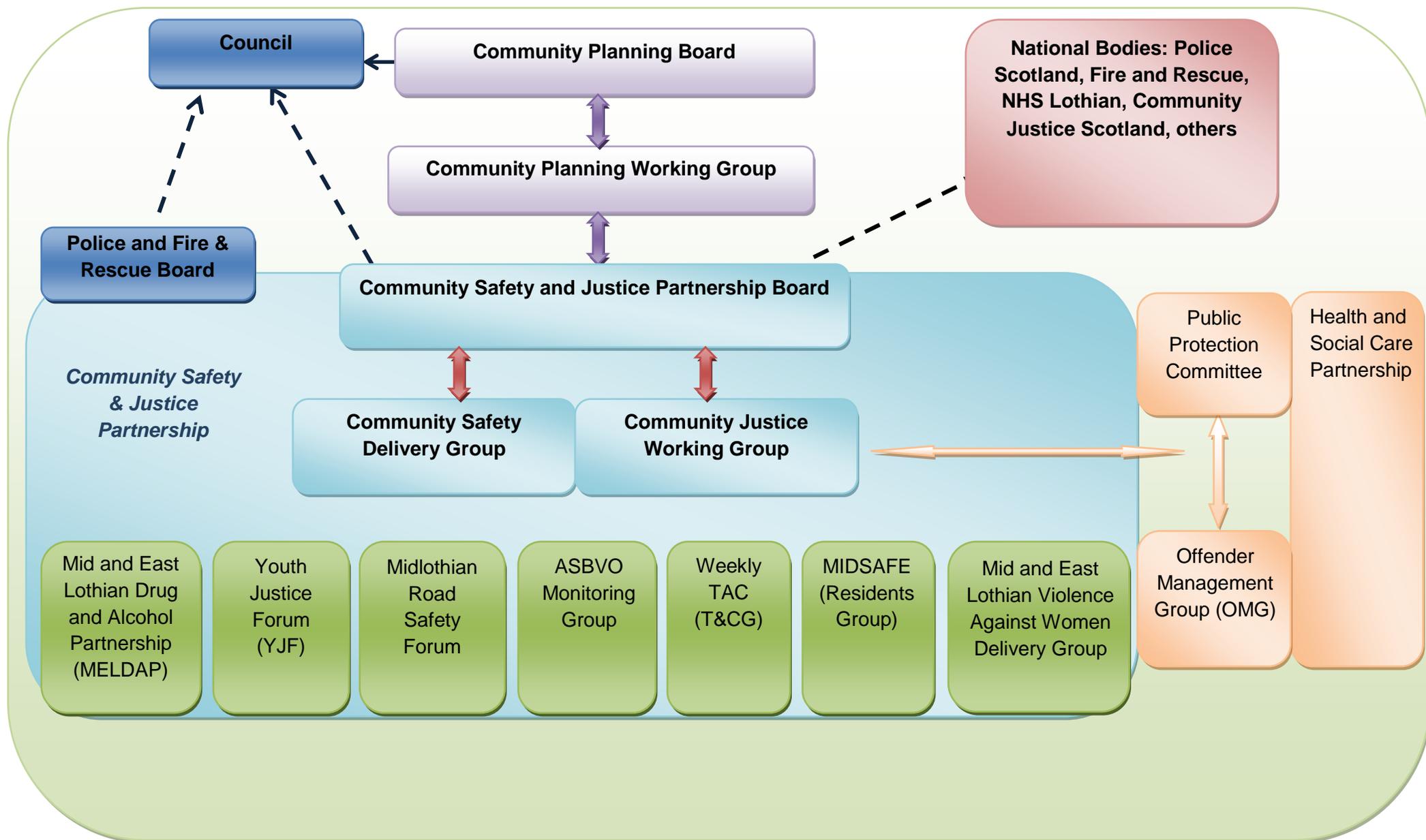
- When a revised National Performance Framework for Community Justice is published
- When a revised National Strategy for Community Justice is published
- When a revised (Community Planning Partnership) Local Outcomes Improvement Plan for the local authority area is published.

A copy of this plan is available at

https://www.midlothian.gov.uk/directory_record/6069438/help_make_your_community_safer/category/182/current_consultations.

DRAFT

Midlothian Community Safety and Justice Partnership structure



Midlothian Council Profile

Midlothian's population in 2015 was estimated as being 87,390 in the Mid-Year Populations estimates published by the National Records of Scotland (NRS), an increase of 4,203 on the Census 2011 estimate of 83,187, and a 5.05% increase on the 2001 Census record.

Midlothian's population is growing. The most recent population projection predicts a population of 99,090 by 2027 (previously predicted as 93,672 by 2027). There is reason to believe that the population will exceed this prediction.

There has been an overall reduction in recorded crime of 1,624 crimes (28%) over the last six years.

Crimes involving dishonesty make up 31% of all recorded crime. Miscellaneous offences (including minor assault, and breach of the peace) account for 27% of recorded crime. Crimes of vandalism account for a further 16%. More serious crimes of indecency (sexual offences) and violence make up 3% of total crime in Midlothian collectively.

Reported incidents of domestic abuse are increasing in Midlothian, with 2015/16 seeing 1,102 incidents of domestic abuse which is comparable (-0.7%) with the five-year average figure of 1,110.

Early intervention through adoption of the Whole Systems Approach is reducing the number of youth offences (8-17 year olds) reported to the Scottish Children's Reporter Administration.

The Midlothian Profile 2016 is a compilation of statistical and research information and features detailed information at local authority, intermediate geography, multi-member ward and the Scottish Index of Multiple Deprivation (SIMD) datazone. The full report can be found at

www.midlothian.gov.uk/downloads/download/31/community_planning_structure_and_profile

Summary of the Key Issues Affecting Offending in Midlothian

	No. of Crimes Recorded - Midlothian				Rate per 10,000 Population - Midlothian				Rate per 10,000 Population - Scotland			
	2012/13	2013/14	2014/15	2015/16	2012/13	2013/14	2014/15	2015/16	2012/13	2013/14	2014/15	2015/16
Total Crimes (groups 1-5)	4015	4320	4445	4133	476.6	512.8	508.6	472.9	513.9	505.1	481.2	460.5
Group 1: crimes of violence	104	99	86	79	12.3	11.8	9.8	9.0	14.2	12.7	11.9	12.7
Group 2: sexual crimes	107	92	127	126	12.7	10.9	14.5	14.4	14.5	16.4	17.9	19.2
Group 3: crimes of dishonesty	2040	2302	2316	2136	242.2	273.3	265.0	244.4	255.8	256.2	238.1	216.5
Group 4: fire-raising, malicious mischief, etc.	1052	989	1101	1119	124.9	117.4	126.0	128.0	111.9	101.8	97.8	101.4
Group 5: other crimes	712	838	815	673	84.5	99.5	93.3	77.0	117.5	118.0	115.4	110.7

	No. of Crimes Detected - Midlothian				Detection Rate (%) - Midlothian				Detection Rate (%) - Scotland			
	2012/13	2013/14	2014/15	2015/16	2012/13	2013/14	2014/15	2015/16	2012/13	2013/14	2014/15	2015/16
Total Crimes (groups 1-5)	1867	2082	1823	1693	46.5	48.2	41.0	41.0	51.3	51.6	50.4	51.6
Group 1: crimes of violence	84	85	71	75	80.8	85.9	82.6	94.9	78.6	81.3	84.1	82.3
Group 2: sexual crimes	90	75	80	81	84.1	81.5	63.0	64.3	68.0	74.1	76.5	74.1
Group 3: crimes of dishonesty	705	833	673	684	34.6	36.2	29.1	32.0	38.1	37.5	35.8	38.0
Group 4: fire-raising, malicious mischief, etc.	287	258	211	193	27.3	26.1	19.2	17.2	27.0	25.2	22.8	24.3
Group 5: other crimes	701	831	788	660	98.5	99.2	96.7	98.1	97.9	98.6	96.5	96.0

Source: Police Scotland, Our Performance <http://www.scotland.police.uk/about-us/our-performance/>

Education and Employment – Key Facts

- School leaver destinations are largely positive in Midlothian (93.5%) and comparatively high with neighbouring council areas and Scotland as a whole.
- Significantly more school leavers go straight into employment following high school education than the rest of Scotland (31.4% > 21.7%). The percentage of school leavers pursuing further education is much lower (27.3% < 38.3%).
- More young people in Midlothian have no qualifications than in the rest of Scotland (10% > 7%) and significantly less young people have qualifications at HNC level or higher (14% < 24%).
- At 75%, employment rates in Midlothian are higher than Scottish and UK averages.
- Midlothian's lowest employment rates are found in Dalkeith, where one intermediate data zone can be found among the 10% most employment deprived areas in Scotland.
- Imprisonment rates are significantly higher for individuals coming from areas of income deprivation. Males in particular were found to be 4 times more likely to be convicted if they have resided in the top decile of income deprived areas.
- All Level of Service/Case Management Inventory (LSCMI) data was analysed between January 2012 and January 2013 and this indicated that of those assessed, 71% left school at the minimum leaving age and 70% were unemployed at the time the assessment was carried out

Health – Key Facts

- Although outcomes are generally improving for most people in Scotland and Midlothian they are not improving fast enough for the poorest and most disadvantaged sections of our society, nor for those who face barriers because of their race, gender, age, disability, sexual orientation or religion or belief.
- Those who have the least access to income, employment and good housing experience higher levels of ill health; often have less physical and psychological resilience to meet challenges; and less power and influence to effect change
- The poorest health outcomes in Midlothian are found within an intermediate area of Mayfield. This is followed by two intermediate areas of Dalkeith. These data zones were found to be among the 7% most health deprived areas of Scotland.
- Many types of physical or mental impairment have the ability to affect the individual's access to education, employment, appropriate housing and social interaction, increasing their vulnerability to crime.
- Nationally, around 20% to 30% of people within the criminal justice system are affected by a learning disability.

- According to Scottish Prison Service (SPS) findings, males with a repeated offending history and females with an offending history are most likely to be active smokers.

Substance Misuse – Key Facts

- Problematic substance misuse is relatively high in Midlothian, with 11 intermediate areas presenting high levels of hazardous alcohol consumption and a number of areas showing drug prevalence to be as high as 7%-10% of the population.
- Substance misuse is generally most prevalent among the adult male population, however, a greater rate of females with an offending history and young people with convictions in Scottish prison/YOI custody report being under the influence of a substance at the time of their offence.
- Around 36% of Lothian clients known to drug related support services are subject to legal proceedings.
- Recent data found that around 12% of police reports for the Midlothian area feature the alcohol aggravator tag. Based on victim reports, the true prevalence is estimated to be significantly higher.
- A large extent of alcohol related crime in Midlothian is violent (28%).
- 35% of the most prolific people with convictions in Scottish prisons state funding a drug habit played a role in their offending.
- LSCMI information gathered between January 2012 and January 2013 indicated that of the individuals subject to risk assessment by Criminal Justice social work:
 - 65% had an alcohol problem at some point
 - 34% recorded a current alcohol problem
 - 60% had a drug problem at some point
 - 31% indicated a current drug problem
 - In addition the LSCMI data from this period tells us that for those individuals with substance misuse issues, 100% said it had influenced their offending behaviour, 82% reported it had affected their family and marital relationships, and 50% reported a negative impact on their education or employment.

Housing – Key Facts

- Unsuitable accommodation, unstable accommodation or homelessness can have a multitude of negative impacts to an individual's opportunities and personal wellbeing. An absence of a stable address limits access to facilities and services and increases barriers to meeting social/educational/employability needs.

- The risk of becoming homeless significantly increases with a custodial sentence. The population of prison leavers who become homeless in Scotland is 25%, much higher than in the general population where homelessness presentation is 0.8%.
- Approximately two thirds of ex-prisoners who become homeless upon liberation from prison will reoffend.
- Short term accommodation is often used as a temporary solution for homeless people with an offending history due to housing pressure. Associated problems with these facilities often include alcohol or drug misuse or relapse, association with negative influences, financial costs (and methods of funding costs) and a loss of freedom.

Mental Health – Key Facts

- The proportion of Midlothian residents who are prescribed drugs for a mental health condition is slightly higher than the Scottish average at 16.4%.
- Stigmas towards individuals with mental health issues can influence a person's willingness to seek help and thereby restrict opportunities for support and treatment.
- It is estimated that around 4.5% of prisoners have a severe or enduring mental health condition, compared to the estimated 1-1.5% of the general population.
- 14% of prisoners in Scottish prisons have a history of a psychiatric disorder
- Findings from the Commission on Women Offenders estimate that the percentage of women serving in Scottish prisons who have been affected by a mental health problem may be as high as 80%.
- The likelihood of displaying signs of schizophrenia, mood/affective disorders or a personality disorder were significantly higher in perpetrators of a violent crime, sexually violent crime or homicide.
- The LSCMI data gathered for 12 months between 2012 and 2013 suggests that of those assessed 40% suffered from low self-esteem and 36% experienced chronic anxiety.

Positive Attitudes – Key Facts

- Pro-criminal attitudes of most people with convictions, as assessed by Criminal Justice Social Work in Midlothian, are generally low. Indications of pro-criminal attitudes tend to be more prevalent in people with convictions over the age of 30.
- The greatest shifts in pro-criminal attitude score following positive intervention can be found among young people with convictions.
- Attitudes towards people with an offending history may provide evidence for limitations to positive opportunities. Stigmatisation can cause barriers for

community integration and hinder people with offending histories the ability to make changes to an offending lifestyle.

- The LSCMI data indicates that 34% of those assessed had pro-criminal attitudes.

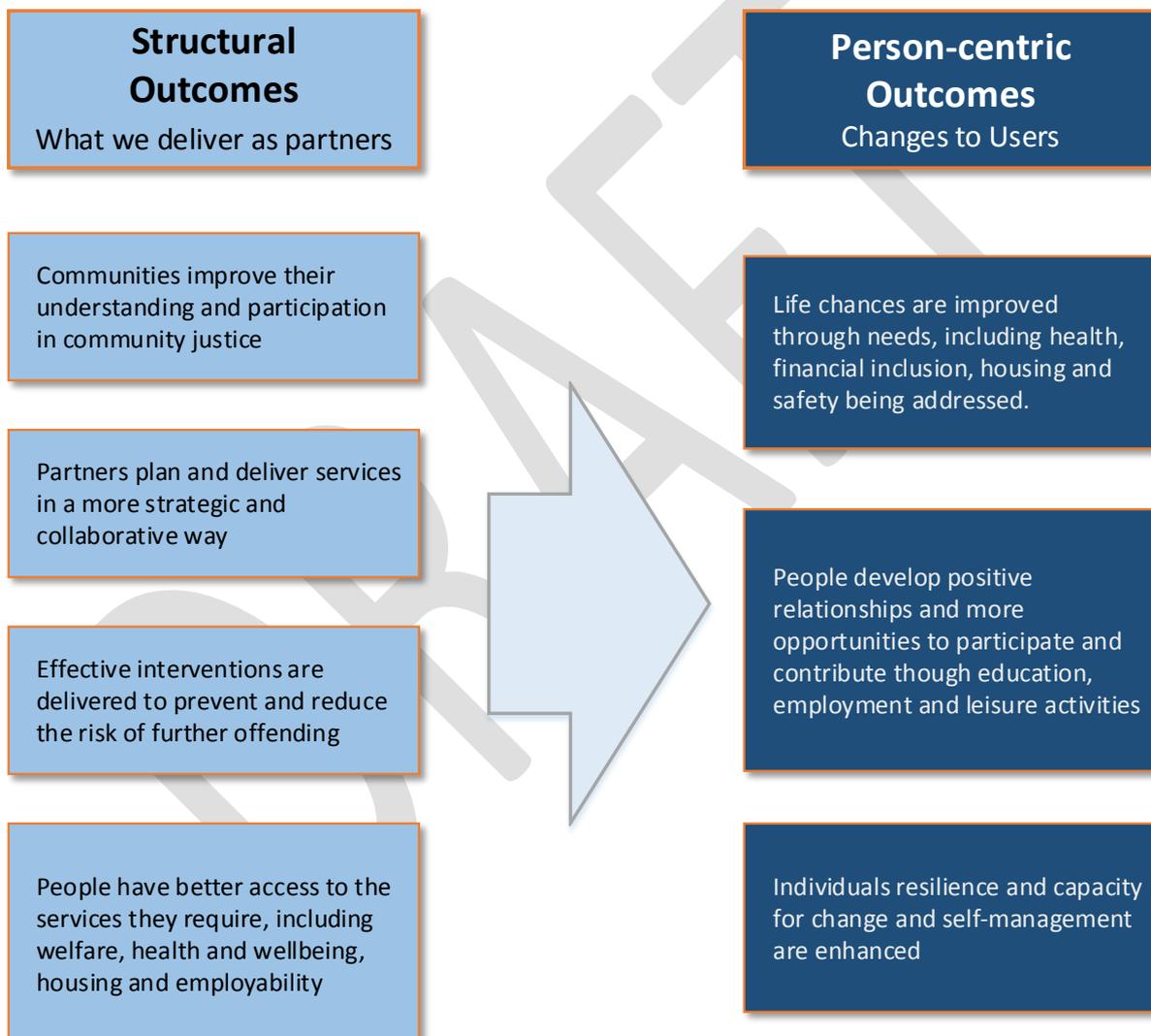
Positive Relationships – Key Facts

- Family environments can have significant impacts on the likelihood of future offending. Around 37% of UK prisoners report that someone else in their family has been found guilty of a criminal offence.
- Studies suggest that around 29% of UK prisoners report experiences of emotional, physical or sexual abuse in their childhood. 41% report that they observed violence in their home as a child.
- People with an offending history who have had Adverse Childhood Experiences (ACE) may be more likely to be reconvicted following prison release. A study found that 58% of prisoners who had experienced abuse as a child were reconvicted (compared to 50% who had not) and 58% of prisoners who had been witness to violence as a child were reconvicted (compared to 48% who had not).
- Midlothian has a particularly high reported rate of domestic abuse, with 127.9 reported instances per 10,000 population compared to the recorded rates across Scotland at 112.0 instances per 10,000 population.
- 43% of prisoners in Scotland report being witness to inter-parental/carer violence as a child.
- 27% of adult prisoners in Scotland and 34% of young offenders in Polmont report being in care for a period of time in their upbringing.
- From LSCMI information we know that of individuals involved with Criminal Justice social work:
 - 50% had unsatisfactory parental relationships
 - 36% had criminal family/spouse relationships
 - 29% had unsatisfactory relationships with other relatives
 - 28% had an unsatisfactory marital or equivalent situation

The Midlothian Outcome Improvement Plan

A set of Common Outcomes and indicators has been developed and are to be used by all Partnerships. These Common Outcomes have been developed using existing evidence that is strongly linked to supporting an individual's desistance from offending.

The Common Outcomes comprise of structural and person-centric outcomes. The structural outcomes are those which the statutory Community Justice Partners have greater direct control over and the person-centric outcomes may be impacted by a range of factors which statutory partners play a significant role in supporting and delivering that change. People with convictions have complex needs and addressing these needs is often vital to preventing and reducing further offending.



The Midlothian Approach

Community Perception and Understanding

In September 2016 the Midlothian Community Safety and Justice Partnership carried out an engagement exercise with communities to find out what people and groups felt were the causes of crime in their area and what could be done to reduce this. A total of 122 responses were received and we asked respondents to rate a number of supports that are known to reduce offending and the results showed that the highest percentage of respondents felt that support to address mental health issues, victims of abuse, tackle youth anti-social behaviour and drug abuse were the most important issues. The lowest positive response was for supporting people with an offending history to find suitable housing and assistance with financial matters. The views of respondents are reflected in our plan.

	No. Answered	% High	% Med	% Low
Education	112	68.6	29.5	5.4
Alcohol	116	68.1	30.3	4.3
Drugs	114	80.7	15.8	7
Attitudes	116	74.1	26.7	2.6
Youth ASB	114	84.2	16.7	2.6
Housing	109	47.8	45.9	10.1
Employment	114	72.8	27.2	3.5
Parenting/Family Life	111	76.6	22.5	4.5
Finances	110	50	46.4	7.3
Victims of abuse	110	88.2	12.7	2.7
Mental health	113	88.5	12.4	2.7

The responses to the questionnaire highlighted that little was known about Community Justice by members of the public and this demonstrates that a significant amount of work needs to be inform community groups and the public about the Community Justice and what action is being taken in Midlothian to reduce offending and re-offending.

Strategic Analysis

The Midlothian Community Safety and Justice Partnership carried out a strategic analysis of Mental Health, Health, Positive Attitudes, Positive Relationships, Housing, Substance Misuse and Education, Employment and Training along with an analysis of services currently available in Midlothian. From this we have been able to identify gaps in service delivery and areas that need to be improved. This has formed the spine of the Midlothian Outcomes Improvement Plan.

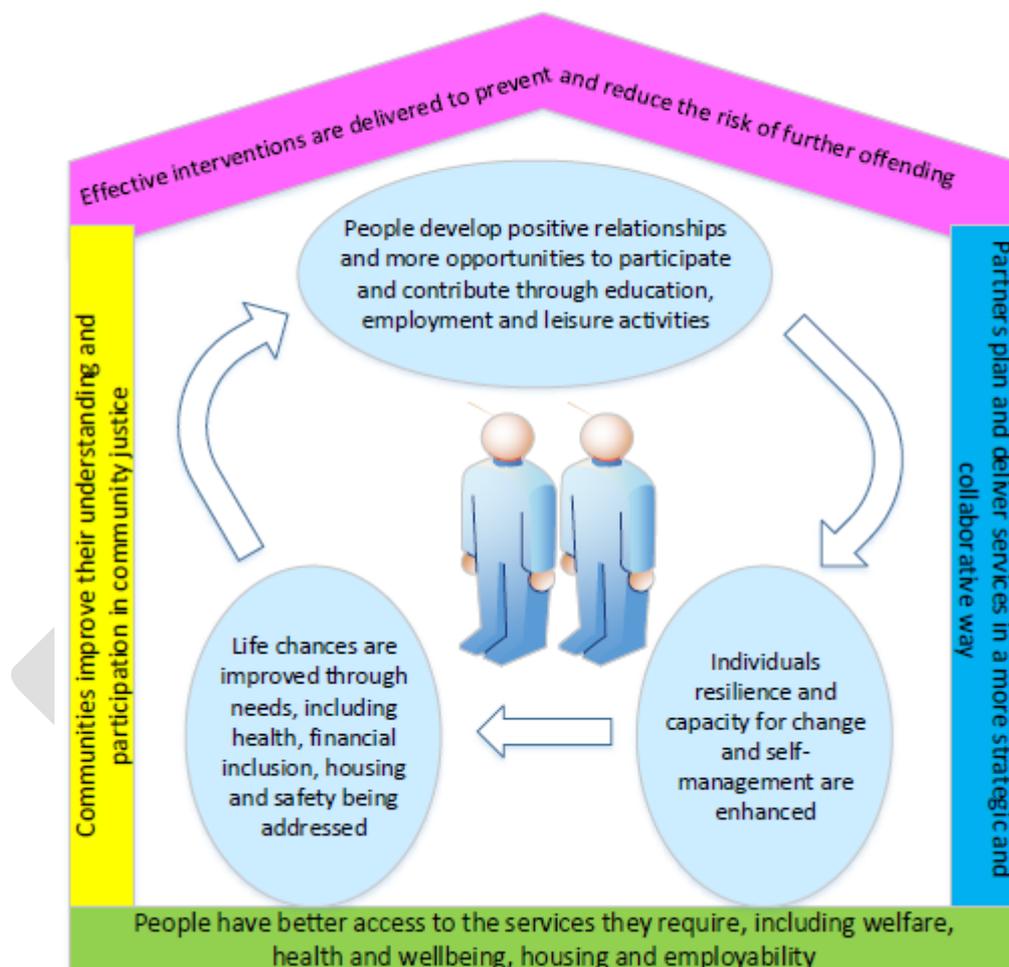
Whole System/House of Care Approach

In Midlothian we believe that a whole-systems approach needs to be taken to reduce offending and re-offending with all partners playing significant roles.

The approach being taken in Midlothian is similar to the Health and Social Care “House of Care” which encourages services to deliver in a co-ordinated manner to support individuals addressing the underlying issues causing their offending. This approach supports and enables people to articulate their own needs and decide on their own priorities, through a process of joint decision making, goal setting and action planning.

The House of Care approach aims to address inequalities through proportionate universalism with specific targeting in areas of geographic deprivation and with particular groups. At the heart of this approach we will focus, with service users, on good conversations, what’s important, personal outcomes and care and support planning.

THE COMMUNITY JUSTICE HOUSE OF CARE



Priorities

It is considered by the Midlothian Community Safety & Justice Partnership that for individuals to reduce their offending and re-offending behaviour it is necessary for there to be significant progress in delivering the structural outcomes.

The short term priorities for the Midlothian Community Safety and Justice Partnership will be to ensure significant progress is made in delivering the structural outcomes whilst also delivering progress to achieving the person-centric outcomes.

Self Evaluation and Improvement

Throughout the life-span of this plan the Midlothian Community Safety and Justice Partnership will review progress towards the Structural and Person-centric Outcomes. Self evaluation will be at the heart of improvement and the Care Inspectorate “Guide to self-evaluation for community justice in Scotland” will be central to this. The guide can be found on the Care Inspectorate website www.careinspectorate.com.

Improvement will be carried out on a continual basis and the Scottish Government’s “3-Step Improvement Framework for Scotland’s Public Services” will be the methodology used to create lasting improvement.

STRUCTURAL OUTCOMES

Community Justice Outcome;

- Consultation with communities as part of community justice planning and service provision.

Community Justice Indicators;

- 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 etc.
- Perceptions of the local crime rate.

Ref. No.	Improvement Action	Lead Officer or Organisation	Completion Date
SO1.1	Develop a communication plan to help raise the profile of Community Justice within Midlothian.	Community Justice Co-ordinator	March 2018
SO1.2	Use appropriate communication channels, including social media, to promote understanding of Community Justice.	Community Justice Co-ordinator	March 2019
SO1.3	Further develop the unpaid work strategy to develop a co-production approach where partners encourage the development of life skills.	Criminal Justice Social Work	March 2019
SO1.4	Improve the understanding of the general public on the work being carried out by the unpaid work team.	Community Justice Co-ordinator/Criminal Justice Social Work	March 2020
SO1.5	Work in partnership to raise public awareness of crime prevention through campaigns and crime prevention initiatives	Police Scotland	March 2020

Community Justice Outcome;

- Partners plan and deliver services in a more strategic and collaborative way

Community Justice Indicators;

- Services are planned for and delivered in a strategic and collaborative way.
- Partners have leveraged resource 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.

Ref. No.	Improvement Action	Lead Officer or Organisation	Completion Date
SO2.1	Develop information sharing protocols which will enable information to be shared between partner agencies.	Community Justice Working Group	March 2019
SO2.2	Partner agencies to agree and implement strategies to build environments to minimise the incidence of crime.	Police Scotland	March 2019
SO2.3	Further development of the Midlothian Prison Protocol For Accommodation to ensure that nobody is released from HMP Edinburgh without stable accommodation.	Scottish Prison Service/Housing/Lifeline	March 2018
SO2.4	Review effectiveness of drug and alcohol services in light of funding reduction to the Midlothian and East Lothian Drug and Alcohol Partnership.	MELDAP	December 2018
SO2.5	Provide appropriate training on alcohol and drug misuse for staff in partner agencies ensuring that existing staff receive refresher training and new staff receive training.	MELDAP	March 2018
SO2.6	Develop a programme of interventions for schools to address the attitudes that underpin physical, emotional and sexual violence towards women and girls.	Public Protection Office/Education	March 2018
SO2.7	Create further relevant and realistic work placements for people on Community Payback Orders to develop their employability skills.	Criminal Justice Social Work	March 2018
SO2.8	Develop and deliver appropriate Trauma Informed Training to inform practice and service delivery across all relevant partner agencies.	NHS Lothian/Public Protection Office	March 2019
SO2.9	Strategic partners will deliver an overview of their services to other Community Justice services to increase awareness of available resources and encourage collaborative working.	All Strategic Partners	March 2018
SO2.11	Create effective partnership working to ensure that work done with individuals to support their capacity for change is supported by the relevant partners.	Criminal Justice Social Work	March 2019

Community Justice Outcome;

- Effective interventions are delivered to prevent and reduce the risk of further offending.

Community Justice Indicators;

- Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending.
- Use of “other activities requirement” in Community Payback Orders (CPOs).
- Effective risk management for public protection.
- Quality of CPOs and DTTOs.
- Reduced use of custodial sentences and remand
 - Balance between community sentences relative to short custodial sentences under 1 year;
 - Proportion of people appearing from custody who are remanded.
- The delivery of interventions targeted at problem drug and alcohol use.
- Numbers of police recorded warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs).
- Number of short-term sentences under 1 year.

Ref. No.	Improvement Action	Lead Officer or Organisation	Completion Date
SO3.1	Implement Mentors in Violence across all Midlothian secondary schools to support early intervention and prevention.	Education/Police Scotland	March 2019
SO3.2	Implement Fearless across all Midlothian secondary schools to support early intervention and prevention.	Education/Police Scotland	March 2018
SO3.3	Scottish Fire and Rescue Service to explore opportunities to extend the HM Young Offenders Institution Polmont programme to include options after release.	Scottish Fire and Rescue Service	March 2019
SO3.4	Further develop a Whole Systems Approach with a focus on early intervention, diversion from prosecution, alternatives to secure custody and care.	Children & Families Service	March 2018
SO3.5	Ensure people on the waiting lists for Lothians & Edinburgh Abstinence Programme are receiving alternative services and develop solutions to reduce waiting lists.	MELDAP	March 2018
SO3.6	Develop and expand role model and mentoring services to enable young people and adults to achieve their full potential.	Lifelong Learning and Employability/ Skills Development Scotland	March 2020
SO3.7	Maintain sufficient numbers of staff trained in LSCMI, Caledonian system, Moving Forward Making Changes and Risk Practice training for high risk offenders to ensure that effective assessments and interventions are delivered for those on Court orders and release licences.	Criminal Justice Social Work	March 2020

Community Justice Outcome;

- People have better access to the services they require, including welfare, health and wellbeing, housing and employability.

Community Justice Indicators;

- 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.
- Speed of access to drug and alcohol services.
- % of people released from a custodial sentence:
 - Registered with a GP;
 - Have suitable accommodation;
 - Have had a benefits eligibility check.

Ref. No.	Improvement Action	Lead Officer or Organisation	Completion Date
SO4.1	Identify and address issues that arise from the introduction of Universal Credit Full Service in Midlothian.	Operational Delivery Group	March 2018
SO4.2	Further develop the Mental Wellbeing Access Point approach to improve access to appropriate community support and services.	Mental Health Services	March 2018
SO4.3	Ensure seamless transition for all people moving from child mental health services into adult health and care services.	Mental Health Services/NHS Lothian	September 2018
SO4.4	Ensure that all people with an offending history have an improved understanding of local Health services and have access to essential medical services e.g. GP and dentist.	Scottish Prison Service/ NHS Lothian	March 2019
SO4.5	Develop the Fresh Start (Arrest Referral) programme to provide speedy access to services following arrest.	Community Justice Co-ordinator	March 2018
SO4.6	Develop the Electronic Monitoring Champion role to provide access to services following Court disposal of an electronic tag.	Community Justice Co-ordinator	March 2018
SO4.7	Increase the number of people being released from prison accepting voluntary throughcare	Scottish Prison Service/Lifeline	March 2019
SO4.8	Increase the uptake, of people with an offending history, of learning opportunities to increase	Department for Work	March 2018

	their employability.	and Pensions	
SO4.9	Provision of support to young people on release from prison to enable them to gain sustainable employment.	Skills Development Scotland	March 2019
SO4.10	Removal of barriers to employment by supporting actions to work with the business community to reduce stigma towards those that have a history of offending	Skills Development Scotland	March 2020

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PERSON-CENTRIC OUTCOMES

Community Justice Outcome;

- Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed.

Community Justice Indicators;

- Individual have made progress against the outcome.

Ref. No.	Improvement Action	Lead Officer or Organisation	Completion Date
PC1.1	Ensure all people on discharge from prison have access to the appropriate medication.	Scottish Prison Service	April 2018
PC1.2	Ensure all people on discharge from remand have access to the appropriate medication.	Scottish Prison Service	April 2018
PC1.3	Ensure that all people on discharge from prison have access to a benefits check to ensure that they are in receipt of the correct benefits.	Department for Work and Pensions	April 2019
PC1.4	Ensure that all people on discharge from prison have information on health care services in Midlothian	Health & Social Care Partnership	April 2018
PC1.5	Ensure that all people on discharge from remand have information on health care services in Midlothian	Health & Social Care Partnership	April 2018

Community Justice Outcome;

- People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities.

Community Justice Indicators;

- Individual have made progress against the outcome.

Ref. No.	Improvement Action	Lead Officer or Organisation	Completion Date
PC2.1	Develop further opportunities for the unpaid work team to carry out work in the areas of Midlothian that are most affected by anti-social behaviour.	Criminal Justice Social Work	March 2018
PC2.2	Develop opportunities for the unpaid work team to carry out work with community groups to help build positive relationships between services users and the community.	Criminal Justice Social Work	March 2018
PC2.3	Further utilise the Level of Service/Case Management Inventory to assess risk and need factors to analyse offending related needs ad evaluate the impact of services.	Criminal Justice Social Work	March 2018
PC2.4	Increase the number of short term prisoners being given day release to carry out unpaid work in the communities.	Scottish Prison Service	March 2018
PC2.5	Improve life skills and employability of people with an offending history or those at risk of offending.	Lifelong Learning & Employability/Skills Development Scotland/Criminal Justice Social Work	March 2020
PC2.6	Develop opportunities for young people charged with offences to carry out restorative justice activities in communities.	Children's Services	March 2018

Community Justice Outcome;

- Individual's resilience and capacity for change and self-management are enhanced.

Community Justice Indicators;

- Individual have made progress against the outcome.

Ref. No.	Improvement Action	Lead Officer or Organisation	Completion Date
PC3.1	Increase the number of referrals to services for women e.g. (Spring and Pink Ladies).	Community Justice Co-ordinator	March 2018
PC3.2	Ensure that all people being released from custody by the Scottish Prison Service have access to a bank account to ensure speedy payments of benefits.	Scottish Prison Service	March 2019
PC3.3	Ensure all people with an offending history have access to key services, such as addictions and mental health, on release from custody to enable people to reintegrate more easily into their communities.	Scottish Prison Service/NHS Lothian/Lifeline	March 2019
PC3.4	Develop independent living skills for young people and people with an offending history on their release from prison to reduce the numbers becoming homeless.	Housing/Scottish Prison Service	March 2019
PC3.5	Ensure that Criminal Justice Social Work staff are skilled and trained in change programmes such as Caledonian and MFMC.	Criminal Justice Social Work	March 2020

Outcomes, Performance and Improvement Framework Qualitative Indicators

Common Outcome	Community Justice Indicators	Midlothian Indicators
<p>Consultation with communities as part of community justice planning and service provision.</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 etc. • Perceptions of the local crime rate. 	<ul style="list-style-type: none"> • Social media activity • Public awareness of community justice • Number of engagement and consultation responses • Public awareness of the work of the Criminal Justice Social Work Team including Unpaid Work. • Feedback from the Citizens Panel questionnaire • Feedback from the beneficiaries of Unpaid Work projects.
<p>Partners plan and deliver services in a more strategic and collaborative way.</p>	<ul style="list-style-type: none"> • Services are planned for and delivered in a strategic and collaborative way. • Partners have leveraged resource 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. 	<ul style="list-style-type: none"> • Number of people from Midlothian released from HMP Edinburgh without stable accommodation • Number of staff trained on alcohol and drug misuse • MAPPA key performance indicators • Information from MAPPA multi-agency file audits • Number of MAPPA awareness sessions and feedback from participants

Common Outcome	Community Justice Indicators	Midlothian Indicators
<p>Effective interventions are delivered to prevent and reduce the risk of further offending.</p>	<ul style="list-style-type: none"> • Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending. • Use of “other activities requirement” in Community Payback Orders (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"> ○ Balance between community sentences relative to short custodial sentences under 1 year; ○ Proportion of people appearing from custody who are remanded. • The delivery of interventions targeted at problem drug and alcohol use. • Numbers of police recorded warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs). • Number of short-term sentences under 1 year. 	<ul style="list-style-type: none"> • Balance between community sentences and short term custodial services • Community Payback Order Other activities • Feedback from end of order/licence questionnaires • CPO performance indicators • Data from programmed work such as Caledonian and MFMC • Reoffending rates for sexual and violent offenders managed under MAPPA • Number of referrals to MELD • Number of Alcohol Brief Interventions delivered • Number of Police recorded disposals • Number of Procurator Fiscal disposals • Number of schools adopting Mentors in Violence • Number of schools adopting Fearless • Edinburgh and Midlothian Offender Recover Service (Lifeline) performance information
<p>People have better access to the services they require, including welfare, health and wellbeing, housing and employability.</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. • Speed of access to drug and alcohol 	<ul style="list-style-type: none"> • Mental Health service waiting lists • Drug and alcohol Heat target data • Number and percentage of people utilising the Fresh Start (Arrest/Referral) programme • Number and percentage of people utilising the Electronic Monitoring Champion service • Number and percentage of people taking up learning opportunities

	<p>services.</p> <ul style="list-style-type: none"> • % of people released from a custodial sentence: <ul style="list-style-type: none"> • Registered with a GP; • Have suitable accommodation; • Have had a benefits eligibility check. 	<ul style="list-style-type: none"> • Number and percentage of people being released from prison taking up voluntary throughcare • Number and percentage of people being discharged from prison that have access to appropriate medication • Number and percentage of people being discharged from custody that have access to appropriate medication • Number and percentage of people being discharged from prison that are homeless • Number and percentage of people being discharged from prison that have a benefits check
Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed.	<ul style="list-style-type: none"> • Individual have made progress against the outcome. 	<ul style="list-style-type: none"> • LS/CMI evidence of impact and distance travelled • Feedback from service users after completion of Community Payback Orders, release licences and other interventions
People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities.	<ul style="list-style-type: none"> • Individual have made progress against the outcome. 	<ul style="list-style-type: none"> • Feedback from people on Community Payback Orders following work with communities • LSCMI data • Number of short term prisoners carrying out unpaid work in the communities • Number of young people engaged with restorative justice • Feedback from service users after completion of Community Payback Orders, release licences and other interventions

<p>Individual's resilience and capacity for change and self-management are enhanced.</p>	<ul style="list-style-type: none"> • Individual have made progress against the outcome 	<ul style="list-style-type: none"> • Number of referrals to services for women • Number of people being released from custody that have a bank account • Number of people developing independent living skills • LSCMI data • Feedback from service users after completion of Community Payback Orders, release licences and other interventions • Reoffending rates where available.
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