

COMMUNITY PAYBACK ORDER ANNUAL REPORT

FINANCIAL YEAR: **2022/23**

LOCAL AUTHORITY: **Perth and Kinross**



1) In this section, please give examples of work with people subject to CPOs specifically to **address offending behaviours and the risk of reoffending**. (Bullet points will suffice. Max 300 words.)

Intensive national groupwork programmes are available in Perth and Kinross which address the following:

1. Risk of sexual offending and harm through Moving Forward Making Changes (MFMC)
2. Risk of domestic abuse through the programme called the Caledonian System

In one-to-one supervision workers utilise materials and exercises which target the following skills:

- problem solving
- decision-making
- consequential thinking
- making informed choices
- resolving conflict
- alternative thinking strategies
- mindfulness
- practising self-control
- self-management techniques
- managing aggressive behaviour
- 5 steps of conflict – addressing triggers for offending behaviour
- Fathering skills and meeting the needs of children
- alcohol and other substance use issues (legal and illegal)

The most common techniques involve:

- motivational interviewing.
- use of timelines and genograms.
- use of personal analogies and abstract (theoretical) examples.
- compiling letters which are not sent to either the intended recipient e.g., victims, but may allow the person to convey their general feelings.
- role playing, e.g., the person adopting a role in a hypothetical scenario whereby they are asked to understand a situation from a different perspective.

Evolve (male specific service) has continued to look at group interventions and has delivered modified psychologically based cognitive behavioural therapy modules with a small group of men. They have also taken part in a pilot called Connectere which is a 16-session trauma focussed programme for men, the theory of which is based in neurophysiology and neurobiology. The programme seeks to help men increase their understanding of trauma, develop a sense of self-compassion, and learn techniques to deal with anxiety and build a positive identity. The pilot has proved successful, and it is hoped that Connectere will be added to the range of groupwork interventions available to not only those men involved in Evolve but across the service.

One-Stop Women's Learning Service (OWLS) – utilises various approaches with women including:

- Timeline activity
- Emotion Management Worksheets
- Reflection work

2) In this section, please give examples of work with people subject to CPOs specifically to **address their underlying needs (e.g. mental health needs, substance use needs)**. (Bullet points will suffice. Max 300 words.)

- A two-year Test of Change commenced in January 2023, whereby two “Specified Workers” were employed by the Criminal Justice Service (CJS). Although based in the Integrated Drug and Alcohol Recovery Team (IDART), they work closely with the team regarding people with substance use issues and specifically those with a drug and alcohol requirement as part of their CPO. Specifically, they assess a persons suitability for a drug and alcohol treatment requirement and work directly with those subject to this condition when imposed by the Court.
- Current analysis suggests that initial engagement has been positive, resulting in 13 requirements being imposed under the new arrangements between January and July 2023. It is hoped the programme will not only increase the confidence for the Court in making these requirements but enable for a more appropriate and targeted treatment provision resulting in less Breach proceedings for those who fail to comply. It is believed that the new process will improve communication between CJS and the drug and alcohol service allowing for a more cohesive, clearer, and accessible treatment pathway for clients to address their substance use issues.
- Grace Chocolates provided an opportunity for a woman to complete peer mentoring training which opened a gateway and opportunity for her to secure full-time paid employment.

“I cannot believe the support I received during my CPO and Voluntary Supervision. I am finally in a better place, my dreams are all coming true, I completed my training, I applied for a job and guess what, I got it, thank you OWLS”.

- Six women working with OWLS created a banner for the ‘Reclaim the Night’ march which is part of 16 days of Activism. They also took part in the march organised by Rape and Sexual Abuse Centre (RASAC) and the Violence Against Women Partnership (VAWP).



- During 2022, OWLS began a new partnership with The Bike Station and were invited to participate in their 'Shifting Gears' programme. The aim was to promote cycling for both its health and environmental benefits. To date, four women have participated in the programme of which one woman progressed on to completing her bike maintenance course and thereafter gained employment in this field.

"I cycle every day, my bike has gave me so much freedom, fitness and work, I could not have even dreamt about this".

3) In this section, please give a summary of feedback, may include quotes, from people subject to CPOs about the **impact on them of a Supervision Requirement**. (Bullet points will suffice. Max 300 words.)

Community Justice Social Work Quotes:

- *"Can I write to the manager to ask the worker is not allowed to leave, as they help me so much".*
- *"If it wasn't for my worker, I would be dead because of my drug use".*

EVOLVE Quotes:

- *"One of the group members commented that there was a positive vibe in the room. The men feel safe in this environment, and you can sense the change in the room".*
- *"The men that had themselves in the red threat system at the start of the session, commented that they felt slightly better. It is apparent that they generally feel relaxed as the session goes on and view it as a safe connection for them in their week".*
- *"Dad says he is proud of me for doing the group, he says he sees a difference in me and has not said he has been proud of me for well....a long time".*
- *"I feel like I can plan a few days ahead now and not just one day at a time".*

OWLS Quotes:

- Women received Reiki as a form of relaxation and so they could take time for themselves. Some women were apprehensive having never tried alternative therapies.

“My mind felt calm, it was great.”

- Women attended a nature trail walk to The Hermitage, this was an educational day:

“Walking with my worker in such a lovely place, I felt myself talking about my trauma, it was so healthy for me to be so relaxed, my new motto is Walk & Talk”.

- A social day at the OWLS Centre:

“Hearing myself laugh and other’s is something I had forgotten to do”.

“Making lunch for others and eating with others makes me feel part of a family”.

4) In this section, please report on the following:

- Types of **unpaid work projects** carried out
- Example(s) that demonstrate(s) **how communities benefited** from unpaid work
(Bullet points will suffice. Max 300 words.)

The unpaid work team continue to receive requests from communities across Perth and Kinross for support with a wide range of activities:

- Garden clearances / maintenance at North Muirton, Letham, Bridgend, Craigie, Scone, Kinross, Crieff and Abernethy.
- Litter picking (various areas across P&K).
- Community Garden clearance at Blair Atholl.
- Tidy up of Camilla Park (Bridgend).
- Building of benches / picnic benches / planters to share with communities across P&K. For example, Blair Athol Primary School was a beneficiary of four picnic tables and three planters.
- Graffiti removal at Blairgowrie, South Inch and Necessity Brae flyover.
- Path clearance at Oakbank.
- Grounds maintenance – painting railings and general tidy up the grounds of the churches at Weem and Aberfeldy.
- Refurbishing work at Rattray Community Hall.

Some specific examples for the projects undertaken include:

- The UPW Community Payback team were asked to assist with a garden clearance as, due to health problems, the garden had become overgrown. Following a number of hours of gardening to remove overgrown bushes and weeds, the patio doors and garden were then fully accessible to the occupants.

The overgrown garden



Clearing the garden so it is ready to be enjoyed again.



- Litter pickup Perth Cycle Path.



- Bench built by the UPW Community Payback team for the public to use at the Tennis Courts behind the Tulloch Institute on Tulloch Terrace in Perth.



- Graffiti Removal – a property in Blairgowrie had been covered in graffiti both in and outside the premises. The UPW Community Payback team worked together to remove the graffiti and re-decorated the walls with fresh white paint. This task helped restore the confidence of the community and maintain their sense of pride in their environment.



- Path Clearance Works Oakbank – the surface of the path had become very muddy after a lot of rain which resulted in it being a hazard for public use. Consequently, a group of UPW Community Payback Team clients spent several hours scraping the surface of the path to ensure the mud was removed and that the path was again safe for pedestrians.



5) Summary of feedback, may include quotes, from people subject to CPOs about the **impact on them of an Unpaid Work Requirement**. (Bullet points will suffice. Max 300 words.)

- Sixty-six people completed the unpaid work survey during the reporting period:
- All those completing the survey confirmed the Unpaid Work requirement had been explained clearly and sufficient information was received ***“All requirements were explained clearly and accurately”***.
- All completing the survey felt their circumstances were considered ***“My case worker was mindful of my other work commitments”***.
- 97% found the work worthwhile with 83% enjoying the work.

- 50% reported learning new skills, 52% made new friends, 27% learned how to work on their own, 63% learned how to work in a group, 37% learned how to use specialist material, 33% enjoyed being able to talk about the work, and 12% felt they did not learn anything.
- 100% reported being treated with courtesy and respect while completing their unpaid work order. 97% felt they received good support and encouragement from their Case Manager and 98% reported the same regarding their Project Officers.
- What respondents liked most about UPW: ***“Helping the community”, “I loved bee keeping and am looking to take it up as a hobby”, “Helping and showing others handy skills”, “Learning new skills”, “Getting a routine again”, “Enjoyed working and the company”, “I liked doing things for others”, “I like the fact there was courses to do for new job skills”, “It has given me stability”, “I was shown how to do new things without being made to feel stupid or incompetent”, “It helped with mental health”.***
- 92% felt that Unpaid Work had helped them to stop or reduce their offending behaviour. ***“Being able to speak out more and not bottle things up”, “Not drinking as much”, “A shock reminder that I could end up back in prison”, “Release of anger on logs + slabs”, “Being busy and having routine”, “More respect for people”, “Court experience and unpaid work has given me food for thought in relation to drinking – offending”, “Learning respect for myself and others”.***

6) What are the main types of **‘Other Activity’** carried out as part of an Unpaid Work Requirement? You may want to comment on the impact of completing Other Activities, for individuals or for the community. (Bullet points will suffice. Max 300 words.)

Types of ‘Other Activity’ carried out as part of CPO Unpaid Work requirement during the reporting period include:

- Courses enhancing employability opportunities – Construction Skills Certification Scheme (CSCS) training, Forklift training, Curriculum Vitae creation etc.
- Working in community gardens.
- Charity / Voluntary work.
- Driving training (paid for by the individual) to improve driving skills and enable the person to have their driving License returned sooner following disqualification.
- Counselling / wellbeing support including trauma counselling.
- Parenting / education classes.
- Community Cook It Programme to help with life and practical skills.

As evidenced above, a person-centred approach is taken with the arrangement of ‘Other Activities’, as part of the unpaid work requirement with consideration given to the outcomes the person is looking to achieve. Improving employability opportunities, improving access to mental health services and equipping people with new skills. The community also benefits from the activity, for example via some of the work completed during that activity, and the new skills people have gained e.g., improved road safety.

7) Summary of feedback, may include quotes, from beneficiaries **about the impact of Unpaid Work on the community.** (Bullet points will suffice. Max 300 words.)

Some examples of the positive feedback received from communities include:

- ***"Just to say thank you to you both for your help and gift of the picnic bench"*** (Oudenarde Community Group at Bridge of Earn).
- ***"I am writing to commend and thank you for the fantastic work done so far by the unpaid work team for the Blair Atholl community"*** (Blair Atholl & Struan Initiative).
- ***"I'm emailing on behalf of South Perth Green Spaces Group to thank your team for the excellent job painting the Craigie Community Wood railings. This work has greatly improved the look of the area as well as protecting the railings"*** (South Perth Greenspace Group).
- ***"I would just like to pass on my thanks to the community assistance team that painted the allotment fence for us. The guys were great, turned up when they said they would and put in a good couple of shifts to get it completed. The guys also offered to do a tip run for us to get rid of some rubbish we had. Excellent job"*** (Member of the public).
- ***"Just wanted to put on record what a great job your team are doing on the railings – what a difference already! Well done to all involved"***. (Community Greenspace)
- ***"Looks so much better what a relief and weight of my shoulders. Thankyou. The men were here this week and were so quick I was amazed how efficient they were. Very polite and keen to help and to sort things in my garden. I am so happy with this and the work they have done, also the care they took with my garden also. Thankyou you again, I am so grateful"*** (Member of the public).

8) What **organisational challenges** have there been in completing orders effectively this year, both those with Unpaid Work and those with Supervision Requirements? (Bullet points will suffice. Max 300 words.)

The Unpaid Work (UPW) team returned to work quickly as COVID-19 restrictions eased. The team adapted to post lockdown mitigations effectively, staff were maintained within the service and there were no significant post COVID-19 issues for the organisation.

However, there were challenges in getting clients to return to UPW with COVID-19 often cited as a reason for non-attendance. This has been addressed in the reporting year through robust follow up in failure to attend and staff persistence and attendance has since returned to pre COVID levels.

Although it would seem that the Court has not returned to full capacity, CJS are now seeing a steady rise in the number of UPW Orders which is matching the increasing demand for the services of the team. This is being closely monitored and the service has the agility to respond should numbers increase beyond current capacity.

Organisational challenges in relation to supervision requirements:

- The need to take on extra staff to manage the challenges and increased workload post Covid. Also the lack of permanent funding for the Caledonian System which has resulted in only allowing for annual fixed term contracts for staff. Presently CJS has four social workers in this position and there is a risk that should their position remain uncertain then they decide to move on to a position where they are offered a permanent contract.
- National suspension of the Level of Service Case Management Inventory (LSCMI) system which is the general offending internet based risk assessment tool for CJS and resulted in workers having to undertake the LS/CMI on each client as a paper-based exercise. Although it was hoped that this would be short-term, it was not until March 2023 that the first phase was complete and the ability to complete the initial assessment on the system was reinstated. The full reinstatement of the system is anticipated for summer 2023 although the challenge remains about updating all the backdated paper-based information which has accumulated since the system was paused. Clarity about what should be uploaded to the system and how this will be undertaken remains an outstanding matter but is subject to ongoing discussions.

9) In this section, please outline how you have worked with other statutory and non-statutory partners to deliver any of the other CPO requirements or similar (Bullet points will suffice. Max 300 words)

In addition to the Specified Person Test of Change outlined under section two and the Connectere pilot outlined in section one of this report, CJSW and Tayside Council on Alcohol (TCA) have a long-standing partnership arrangement supporting the delivery of mentoring to men and women on Court Orders in relation to their use of alcohol. The mentoring interventions are delivered on a collaborative, person-centred basis which is formulated through a bespoke agreement (mentoring contract) between the Mentor, Mentee and Referrer.

Mentors deliver on the following core elements:

- Support to attend / participate actively in both mandatory and non-mandatory meetings.
- Use of a pro-social modelling approach to actively work with people to increase their motivation; discourage pro-criminal / anti-social values and behaviour; re-enforce pro-social behaviour; support the maintenance of change and provide a positive adult role model.
- Use of cognitive-behavioural approaches - making/sustaining behaviour change.
- Support the mentee to establish or re-establish appropriate constructive activities.
- Ongoing monitoring / assessment of mentees including their physical / mental health / well-being, risk to themselves and others as well as their re-offending.
- Liaison with key agencies such as housing, benefit services, health colleagues etc.
- Support to promote skills to increase employability opportunities.
- Support, training and guidance with key social and independent living skills.

The Public Protection Team continued to develop trauma Informed and responsive practice following the Epione training, which was open to all CJS staff, the majority of whom were trained during this reporting period. This led to staff being more aware of their interpersonal skills and the impact that the environment has on the interaction when interviewing a client. As a result, the office at St Martins was remodelled to recognise this influence and promote a more conducive and less austere space for the public to enter.



Remodelling of the conference room and meeting rooms at St Martin's House to make them trauma informed. This was undertaken by the UPW team who decorated the office spaces and built furniture (minus the legs on one of the chairs!

10) Outline the **main barriers, if any, to accessing community support and wider services** (e.g. drug and alcohol services, mental health services). How have these barriers been addressed?

The main barrier is prompt access to services. In Perth and Kinross it is long waiting lists for clients to access mainly health services and in particular mental health. This results in people losing motivation, not engaging or being unable to attend when an appointment is offered due to deteriorating health. A working group was therefore identified to look at mental health pathways and how a better and more seamless service could be provided to those who are in the most chaotic and vulnerable circumstances. This work is ongoing and will be updated in the next reporting period.

However, improvements have been made to accessing drug and alcohol services during this reporting period in relation to Medication Assisted Treatment (MAT) Standards. Specifically same day prescribing which became available in Perth and Kinross five days per week from June 2023.

Other barriers have included General Practitioner (GP) registration and the challenges about the flow of information / communication between community based and prison-based NHS computer systems. A local GP registration working group has therefore been established to develop a pathway for Perth and Kinross residents. However, the system-based issues are a significant barrier at a national level and one that cannot be resolved on a local basis.

The service landscape continues to feel cluttered where many services are offering specific support and can lead to confusion about which service may best to meet the needs of a client. Work commenced during this reporting period, led by Perth and Kinross Association of Voluntary Service (PKAVS) to undertake service mapping with a view to developing a Service Directory Application. A Co-ordinated Voluntary Throughcare Offer Test of Change also commenced at the end of March 2023 and although it is still at an early stage, it will provide useful learning in relation to improving opportunities for people to access services.

11) Is there **any other relevant information** you wish to highlight? For example, this may include:

- Areas for improvement and planned next steps
- New ways of working and benefits achieved from these.

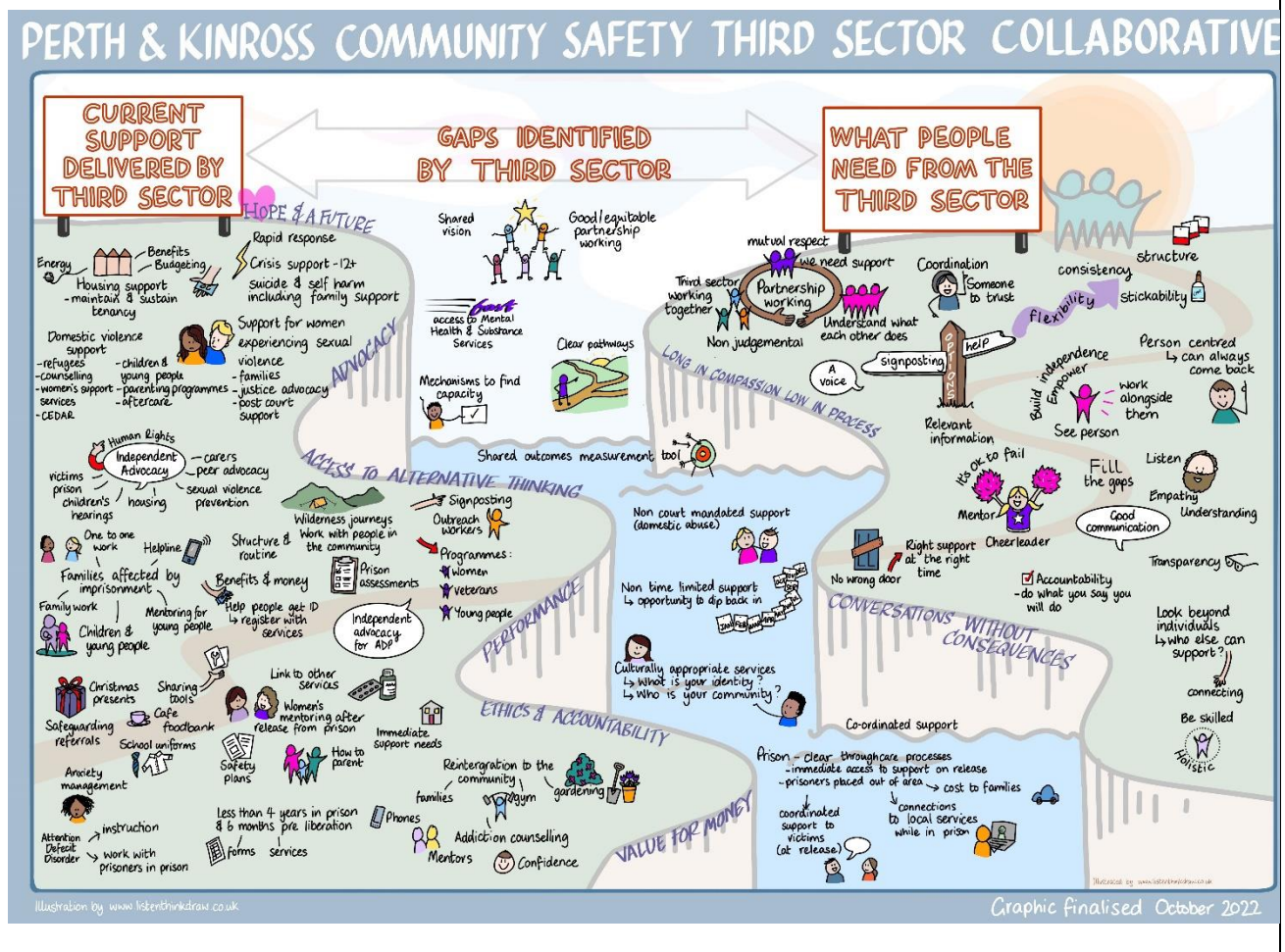
- Examples of work carried out in collaboration with community justice partners and wider community partners, including the third sector, to deliver CPOs (Bullet points will suffice. Max 300 words).

Work took place during this reporting period to re-establish the Third Sector Forum and a development session was held in August 2022 where attendees explored:

- Current Support Delivered by Third Sector
- Gaps Identified by Third Sector
- What People Need from the Third Sector.

The forum also decided to rename themselves as The Community Safety Third Sector Collaborative and expanded the membership to include relevant statutory services. The Collaborative, temporarily chaired by the Community Justice Co-ordinator, has routinely met ahead of the quarterly Community Justice and Safety Partnership meetings, since the development session in order any developments and updates can be incorporated into these meetings.

Below is a graphic illustration of the landscape and gaps to be addressed as identified by the Perth and Kinross Third Sector Collaborative.



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