

COMMUNITY PAYBACK ORDER ANNUAL REPORT

FINANCIAL YEAR: **2015/2016**

LOCAL AUTHORITY: **FALKIRK COUNCIL**



Types of unpaid work projects and activities which have been carried out; the total number of unpaid work hours completed during the year; and information and examples that help to demonstrate how communities benefit from unpaid work.

The total number of unpaid work hours completed in 2015/2016 was 44,772 of which 5849.5 were other activities.

Personal Placements

Falkirk staff are always keen to support a variety of organisations with personal placements. In 2015/2016 Falkirk recorded 3,805 hours 45 minutes of 14 personal placements opportunities are used of which the following are an example:-

- Charity Shops
- Care Homes for the Elderly
- Salvation Army Soup Kitchen
- Charity Shop Warehouses
- Dollar Park Walled Garden

The provision of personal placements is an ideal way to provide payback more directly to beneficiaries, for the individual to gain skills from the organisation they are placed with and to promote social integration.

Personal placements make up just over 8.52% of total unpaid work hours.

Team Projects

Probably the ultimate team project for Falkirk was the completion and opening to the public of the Walled Garden at Dollar Park on 29 August 2015. This took several years to come to fruition, involved six days per week involvement by unpaid work, community engagement and involvement with many groups.

It was opened with a public event involving the Justice Minister, Provost and Sheriff Mundy and a barber shop choir.

Since the opening the Criminal Justice Service has worked with the Cyrenians to maintain the Walled Garden and it is well used by the public. The reduction in unpaid work time at Dollar Park in the latter half of the year allowed more time to be invested in projects elsewhere. In particular undertaking work with Falkirk Trust at Muiravonside Park involving laying paths, erecting fencing.

We have also carried out a wide range of large activities, in addition to smaller projects e.g. house removals, individual's gardens, clearing fly tipping areas etc.

The biggest project we have been involved in has been at Muiravonside Country Park which is Falkirk's only country park, providing 70 acres of stunning woodland and parkland, a mini demonstration farm, a sculpture trail, children's play area and a café. We have undertaken the building of a duck pond, renewal of fencing and paths and to build a "midden".

Additionally, in relation to the bigger projects, we decorated the full building of Ettrick Dochart Community Centre in Hallglen. We also undertook work at Reddingmuirhead Community Centre, where we built a large patio area and installed disabled access to allow a wider range of users to benefit from the community resource.

We undertook work for Camelon Juniors Football Club, painting the walls round the football ground.

We have cut back foliage and replanted trees at Roughmote Community Woodland which is adjacent to one of Falkirk's main tourist attractions – the Falkirk Wheel.

Falkirk Community Hospital also benefitted from work carried out – we renovated the gardens and the water feature to make them more presentable for patients and families, and the community.

Two community gardens in Hallglen were also worked on and established as a community resource.

Women and Unpaid Work

As more women are dealt with by Diversion from prosecution, apply to work in mixed team squads and participate in other activities such as generic Women's Service provision we have reduced the Women's Craft Group from four days to two days per week.

Women have also become involved with a charity warehouse. This involves sorting the donations into what is usable or not and is a great heal to charity shops locally.

Women have also continued some craft activities with the end project being donated to premature baby units and residential facilities for elderly people.

Quotes from people on CPOs and beneficiaries about the impact of the unpaid work on them and/or the community.

(Beneficiary)

Thanks for the excellent job you and your team done with our gardens. Our staff, residents and service users have all commented on how good they look"

"Can I just say how grateful I am for the job that you have done on my school. I am over the moon. I recognised the real value of what you do with the young people (and some not so young) that you work with.

It has been a pleasure getting to know you over the past fortnight. The huge improvements to the school will really brighten up our children's days".

(Service User)

- *“Liked it that much that I do one day a week voluntarily”*
- *“Good squad, hardworking, very fair”*
- *“Big thanks to the supervisors who made my order almost enjoyable”*

If there have been improvements, what improvements?

- *“Good, the service has accommodated my work. Unpaid work at Dollar Park was an inspiration to me”*
- *“Yes – give me a better outlook on life, a different perspective. Helped me to trust people and make friends. Dollar Park helped me there”*

Types of "other activity" carried out as part of the unpaid work or other activity requirement.

The primary ‘other activity’ carried out is working in partnership with the Council’s Employment & Training Unit and the Cyrenians in providing a training pathway into employment. This involves the Cyrenians assessing people for literacy, numeracy and computer skills at the induction stage and offering several SQA’s qualifications as well as liaison with the Employment & Training Unit and others to motivate and engage persons into further training employability possibilities.

The time some people require to attain certain qualifications and the number of hours needed to complete it satisfactorily are sometimes closer to 40 hours than 30 hours. The service takes the view that it is important that persons on unpaid work manage to complete a task and have a certificate to show for it to future employers and hopefully promote desistance from future crime.

The service is aware that many people have other barriers in their lives such as substance misuse or mental health issues. Unpaid work officers refer people with these issues to relevant support staff from Signpost Recovery and the Challenging Behaviour Worker from the Richmond Fellowship.

In addition to the Cyrenians, Signpost and the Richmond Fellowship, service users are also given the opportunity to attend college as part of the other activity. This allows them to address educational deficits, and breaks down barriers some service users believe exist, in relation to college attendance. Once the course is finished, they can be supported by the college to pursue further attendance at college for vocational training.

Activities carried out to consult prescribed persons and organisations, pursuant to section 227ZL of the 1995 Act, and wider communities on the nature of unpaid work and other activities and how the consultation results helped determine which projects were undertaken.

There is regular feedback from referrers as to how pleased they are with the work and this is often a means of instigating referrals from other agencies.

We have also had a highly publicised open day at Dollar Park Walled Garden to mark the anniversary of the first opening, which included a Falkirk Sheriff making arrangements to provide a music band.

During 2015/2016 the service received 429 requests from members of the public and other agencies.

We have also developed links with the Alcohol & Drug Partnership for the Provision of safe medicine and storage boxes. Tasks for unpaid work also come through the Community Safety Group.

Use by the courts of CPO requirements other than unpaid work, for example what, and in what way, different requirements are being used for those whose offending is driven by drug, alcohol and mental health issues; or how requirements such as programme or conduct are being used to address offending behaviour.

In Falkirk eight of the nine Community Payback Order requirements are delivered by the Community Supervision Team. This involves professional social work assessment and supervision to protect the public, reduce re-offending and promote social integration.

Research indicates that persons subject to compulsory supervision are far more likely to have insecure housing, struggle to cope well with their lives, have mental ill health or other significant psychological problem, misuse a variety of substances, and have poor educational attainment and poor relationships.

These factors require staff to be diligent in offering the right kind of interventions, at the right time to enhance public safety, reduce the risk of further offending and re-engage persons constructively in society.

Falkirk offers a multi skilled and co-located workforce including Local Authority, Health and Third Sector staff to address as many issues as possible under one roof. The staff require to be motivational, engaging and able to balance the public protection versus social integration remit of the task. These are very challenging roles.

Some examples of developing services include:-

- **Public Health** – Throughout 2015 and into 2016 there are significant concerns regarding the increase in the number of drug deaths, both in Falkirk and across Scotland. We have agreement with the Alcohol & Drug Partnership, and Forth Valley NHS to recruit two full time Health Care Assistants. They will work across women's and men's health needs supporting the work of the women's Mental Health Nurse and Drug Treatment Service.
- **Access to Police Custody Suite** – Funding and resources are in place to provide a Sunday Bail information and Arrest Referral Service in Falkirk. We intend to have these in place during 2016/2017.

Women's Services

During 2015/16 Women's Services continued to develop. Falkirk Criminal Justice service agreed to take over the previous Leaving Care Team building for use by women with convictions. It did not come into full use until late March 2016 due to some building work required. The service offers support from a local authority Women's Development Worker, Women's Mental Health Nurse from Signpost Recovery and we have also agreed with Forth Valley Health for the provision of a Health Care Assistant to work solely with women, this post likely to commence during 2016/2017.

The women have been supported with the following activities:-

- music production
- magazines production
- running an online group
- taken part in groups to improve self-esteem
- obtained benefit advice
- addressed substance misuse
- And a range of other of activities that may assist in reducing re-offending.

The Women's Mental Health Nurse and the Women's Development Worker have also operated "survive and thrive" groups to support women suffering trauma, which the women found very beneficial.

All women in prison are offered a through care service and picked up at the gate or referred to another agency such as Shine - the Women's Mentoring Service.

Women who are at the end of their orders are considered for the Peer Mentoring Programme run by the Cyrenians as an extension of their employability services. The women undertake a 6 week course, work through relevant SQA qualifications and if they successfully complete, can have the opportunity to become Peer Mentors for others within the service.

Service Users comments:-

DS

'Coming to Graham's Road is one of the best things I did to help my recovery. All the workers are amazing, supportive. I have made a good few friends at the groups. Don't think I would be as far on in my recovery if I didn't have these groups to go to.'

Women's Group

'Doing the women's group has given me something to do and keeps me out of trouble. All staff are very kind and helpful, support with anything personal and help resolve it. We all learn new things and have made a few good friends. Mixing up every week doing different things gives us a wide variety of new things to do or learn. Different people/ workers can come in and speak to us and see if we need support in their area, this is good for people who may struggle to do this in their own time or if they don't know who to go to.'

A:

Magazine Group - *'I enjoy going to the magazine group to be part of the group and deciding what should be in a magazine.'*

Women's Group – *'Women's group. I enjoy going to Women's group. I enjoy meeting up with the girls and most of the activities but cooking is my favourite.'*

Programme Requirements

Falkirk runs two Accredited Programmes on behalf of the Forth Valley Councils namely Caledonian for Domestic Abuse and Moving Forward Making Changes re sex-offenders. The programmes team is a joint enterprise between SACRO and Falkirk Council.

Caledonian System

The system is made up of three elements delivered by supervising social workers, group workers and Women/Children support staff.

Eligibility for participation in the programme is assessed at the request of the Court prior to sentencing, during 2015/2016 50 men were assessed for the programme of which 32 were assessed as suitable, with 28 of these becoming a Community Payback Order:- Caledonian Requirement. As part of any Caledonian requirement men undertake a 14 individual session induction phase with their supervising social worker prior to starting a 26 session modular group work programme and conclude with a maintenance period. In order to undertake this level of intervention the Community Payback Order requires to be at least 24 months in length. 16 men successfully completed their orders with a total of 124 men involved in the programme during the year.

As part of assessing the man's eligibility for the programme the victim of the offence is offered the opportunity to engage with the Caledonian Women's Service with part of this being discussions around 'safety planning'. Should the man receive a Community Payback Order - Caledonian Requirement as a sentence this offer of support to the woman in relation to safety planning and overcoming the impacts of domestic abuse remains available for the full duration of the man's order. Where the man enters into a new relationship during his Order he is required to notify his supervising officer so that the Caledonian Women's Service can be offered to the new partner where assessed as necessary.

During 2015/16 274 women were offered access to the Caledonian Women's Service. In addition to this the system recognises the impact of domestic abuse on children and receives notification of children involved in these domestic abuse relationships. Where assessed as appropriate direct work was undertaken in relation to safety planning, links were made with lead professionals / named persons and in some cases work undertaken with the fathers using the 'Caring Dads' programme. During 2015/16 291 children were known to the Caledonian System.

We have two recent comments from the Caledonian Women's Service evaluation questionnaires, where women were asked what had changed about the man on the programme:-

"Everything, he has changed so much for the better. If we have a disagreement we have our own space"

"Able to understand his own frustration better and deal with it accordingly"

And a comment provided by a local school in relation to the Caledonian Children's Service

*"The Caledonian Children's Service have worked with one of our children on a 1:1 basis over the last year and supported their family very well. The child benefitted from ****'s support and calm manner. Through the support offered the child was able to talk through concerns and make plans/develop strategies to help them through some emotional difficulties and specific incidents. The child was also supported through the transition process to a new school and this meant that he was better prepared and happier about his transition. The child was eager to work with **** and was always happy to see her, checking when she would be in on a regular basis.*

The family were also supported through home visits and to attend reviews in school, which meant that we were able to support the child in a more holistic way."

Moving Forward Making Changes

This programme comprises three stages: a case management stage, delivered by the local area Criminal Justice Teams, which continually assesses the man in relation to suitability for progression onto the groupwork stage. A tailored groupwork treatment management pathway, delivered by FVAPT. And a maintenance phase which can be delivered on an individual or group basis by FVAPT or local area teams. Due to the intensity of the programme a period of 36 months is normally required in order to complete the full programme. During 2015/16 22 men progressed onto the group stages with 6 having completed their assessed treatment pathways.

Substance Misuse

The Alcohol & Drug Partnership has embedded a Signpost Recovery Worker within the service. The worker concentrates on support for persons who have a developing substance misuse problem but not to the extent of requiring compulsion via a CPO requirement or DTTO. The post also assists with diversion, persons released from custody and educational programmes for the men's and women's groups.

Substance Misuse Requirements on Community Payback Orders

Falkirk has worked with its Forth Valley partners to decentralise, as far as is consistent with clinical oversight, the joint Health/Social Work Substance Misuse Service which also incorporates Drug Treatment and Testing Orders. Progress gathered pace during 2015/2016 and should be complete by March 2017. This has already led to increased benefits to service users with greater access to other Criminal Justice Services delivered from the Brockville Office. Further developments planned include recruiting a Health Care Assistant during 2016/17 and putting in place improved triage and keep well services.

Mental Health Issues

Richmond Fellowship provides a 'challenging behaviour' worker to the service. This worker specialises in working with persons who have been, or seem likely, to be affected by:-

- Learning disability
- Mental health problems
- Autism
- Personality disorder and similar conditions.

This work supplements the work of the case manager.

This post also works with Cyrenians and Criminal Justice staff to deliver a 'vulnerable' men's group. This provides an opportunity for men who are socially isolated and with poor mental health to support each other, learn new skills and become more participatory in society.

Service User comments

- *"Alcohol has reduced with help and encouragement of Supervising Officer"*
- *"Housing situation has improved"*
- *"Relationship issues with partner have improved"*
- *"Learned ways to cope better and also to talk"*

Do you think differently about re-offending?

- *"Yes I now look at what I would have to lose. I feel I have turned a corner and feel better about myself. Self-respect"*
- *"Yes I do think differently as I consider the situation and the consequences before I act. I consider the outcome and "count to ten" and "take a breath".*
- *"I should never have been charged in the first place, your system is so wrong"*

Any Comments

- *"Through the programme, it would be helpful to find a way to help people to get employment especially those who have committed sexual offences. The work I have done has been so enlightening. I thank the group facilitators and CPO Supervisors to give me the opportunity to open up and talk freely. It helped me to move forward and talk to my family"*

Any issues affecting access to services which are provided by other partners (e.g. drug and alcohol services) and, where such issues have been identified, what work is underway to resolve them.

Issues relating to access to other partners services are lessening as we develop a multi-disciplinary workforce. Where challenges arise may revolve around how quickly specialist assessments can be obtained-for example learning disability, or whether someone finishing community payback can transition into another service should it be felt helpful.

A substantial number of persons finishing Community Payback Orders may have needs which may not be severe enough for adult services but may chip away at an individual's resilience if not met and increase the risk of further offending.

To reduce this risk, services are in conversation about how best to enhance transition arrangements where required.

Service User Case Study:-

WP

WP initially came to the service after being subject to supervised bail; he then was made subject to a Community Payback Order in relation to offence of Assault and Assault to Injury.

Mr P is a 37 year old male, described a traumatic childhood which included his sister being abused by his father and him being bullied during his school years.

Mr P described a varied employment history the most notable of these being 8 years serving in the army where he served in a number of conflicts. His army career came to an end when he was medically discharged after the tank he was in was hit by a rocket powered grenade, killing three of his colleagues and seriously injuring Mr P. Mr P suffers from Post-Traumatic Stress Disorder as a result.

He disclosed that a few years after being discharged from the army he became alcohol dependent and was frequently homeless. In addition his son was killed in a road traffic accident at the age of 10 years.

In terms of health Mr P was extensively injured in the rocket attack and as a result suffers from regular pain.

In relation to mental health he is diagnosed as having PTSD and associated depression, in addition there had been a number of incidents of self harm and attempted suicides.

Through his time on Order Mr P did not engage with services put in place to support him, there were a number of incidents of self harm and 3 serious suicide attempts. This resulted in Mr P being discussed at Risk Management meeting to allow multi-agency working in order to reduce the risk in the most part to himself. However his supervising officer was the key factor in sticking with Mr P to find solutions and promote change.

Mr P was discharged from the Community Alcohol and Drugs service due to non-engagement and was referred to the Criminal Justice Signpost Recovery Worker

The worker was able to identify that Mr P was more open to veteran's services and a new service became available through Signpost Recovery for Combat Stress Veterans.

He was referred to this service and began to engage, despite increasing alcohol related health difficulties. Mr P had also been evicted and been supported to gain temporary homeless accommodation.

After a number of weeks working with services Mr P began to reduce his alcohol use and was referred again to Community Alcohol & Drugs Service. He completed an inpatient detox, and has now been alcohol free 8 months.

Mr P completed the one-one anger management programme in supervision and was referred to the Trauma clinic.

Mr P's Order is now complete his mental and physical health has improved and he is now receiving therapeutic interventions at the trauma clinic, is supported by Combat Stress and has now moved in with his partner to a secure local authority tenancy.

Analysis

This gives an idea of the magnitude and complexity of human problems that staff work with, the fact that sometimes people go backwards before they can move forward and the importance of the supervisory role in facilitating change.

Any other relevant information. This might include details of work which is carried out with people on CPOs to address their offending behaviour but which does not fall into the category of a specific requirement.

It would be a mistake to think that if a CPO does not contain a specific requirement of one sort or another, that the Supervising Officer will not address a risk or need which for someone else may have been an additional requirement.

The overall objective is to manage risk and improve social integration and the LS/CMI assessment will suggest areas of risk/need that the individual and Supervising Officer requires to address. Falkirk expects that behavioural and attitudinal change as well as tackling need is a core part of the role of the organisation and persons eligible for a service, for whatever reason, should be capable of receiving support from any part of the Criminal Justice Service if necessary.

Criminal justice staff have access to a range of tools and resources to assist them work with a wide range of service users. From alcohol and drugs to general offending behaviour, violence and other needs.

Given that the average length of supervision on a Community Payback Order is about 15 months it is incumbent upon staff to promote the engagement of service users with all universal and other services that can contribute to reducing reoffending as soon as the person becomes subject to a Community Payback Order.

The next few years will be challenging for Criminal Justice Services. Wider changes in Council structures and the size of budget reductions affecting partner services may impact upon what we can do corporately. This is coupled with the abolition of Community Justice Authorities, changes to funding formula and consequent reorganisation for Criminal Justice locally.

As ever there are a range of organisations contributing to Community Justice and Community Safety within Falkirk and the future is likely to need even greater collaboration between the statutory, voluntary and private sectors to improve Community Safety and share common goals within very tight resource restrictions.

And finally

“Everyone has been very nice; helpful, friendly and human. I felt like a monster at first. Enjoyed Unpaid Work immensely. People in worse situations but remained cheery. It was humbling and sad at the same time”

COMPLETED BY: **Nick Burgess**

DATE:

CONTACT FOR QUERIES ABOUT THE REPORT

Name: Nick Burgess

E-mail: nick.burgess@falkirk.gov.uk

Telephone: 01324 508703