
Report To:	Social Work & Social Care Scrutiny Panel	Date:	29 October 2024
Report By:	Kate Rocks Chief Officer Inverclyde Health and Social Care Partnership	Report No:	SWSCSP/27/2024/JH
Contact Officer:	Jonathan Hinds Head of Children and Families and Justice Chief Social Work Officer Inverclyde Health and Social Care Partnership	Contact No:	01475 715282
Subject:	Community Payback Order Annual Report 2023-24		

1.0 PURPOSE AND SUMMARY

1.1 For Decision For Information/Noting

1.2 There is a requirement on each Local Authority to submit an annual Community Payback Order (CPO) report to the Scottish Government. The report includes an overview of activity related to CPOs in Inverclyde and is a valuable opportunity to provide further information about the quality and performance of aspects of justice social work services in the local area.

2.0 RECOMMENDATIONS

2.1 Members of the Social Work and Social Care Scrutiny Panel are asked to note the content of the Community Payback Order Annual Report 2023-24.

Kate Rocks
Chief Officer
Inverclyde Health and Social Care Partnership

3.0 BACKGROUND AND CONTEXT

- 3.1 Justice Social Work Services are required to report annually on the delivery of CPOs within the local authority area. The attached report (Appendix 1), submitted to the Scottish Government and Community Justice Scotland, highlights a number of examples of good practice within Inverclyde during the reporting period and recognises the positive impact that CPOs can have both on individuals and on the community as a whole.
- 3.2 The duty to report in this instance is a statutory requirement, as per section 227ZM of the Criminal Procedure (Scotland) Act 1995. Local reports will be collated into a national overview of CPO delivery by Community Justice Scotland for later publication.

4.0 PROPOSALS

- 4.1 While delivery of CPOs within national guidance is a statutory function, the attached report makes reference to several areas of practice development that the service aims to progress going forward.

5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial		x
Legal/Risk		x
Human Resources		x
Strategic (Partnership Plan/Council Plan)		x
Equalities, Fairer Scotland Duty & Children/Young People's Rights & Wellbeing		x
Environmental & Sustainability		x
Data Protection		x

5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.3 Legal/Risk

None.

5.4 Human Resources

None.

5.5 Strategic

None.

5.6 Equalities, Fairer Scotland Duty & Children/Young People

(a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

	YES – Assessed as relevant and an EqIA is required.
x	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, assessed as not relevant and no EqIA is required.

(b) Fairer Scotland Duty

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
x	NO – Assessed as not relevant under the Fairer Scotland Duty.

(c) Children and Young People

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
x	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights.

5.7 Environmental/Sustainability

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
x	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

5.8 Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
x	NO – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

6.0 CONSULTATION

6.1 N/A

7.0 BACKGROUND PAPERS

7.1 None.

COMMUNITY PAYBACK ORDER (CPO)

ANNUAL RETURNS TEMPLATE

FINANCIAL YEAR: **2023/24**

LOCAL AUTHORITY: **Inverclyde**

TEMPLATE RETURN DATE: **29th of September 2024**

Please return all completed templates to
CJS at CJSImprovement@communityjustice.scot and copy
the Scottish Government at cpo@gov.scot

Background

Under the Community Justice (Scotland) Act (2016), local authorities have a statutory duty to report on the operations of Community Payback Orders (CPO) within their area on an annual basis to Community Justice Scotland (CJS). CJS will then collate these returns and summarise them in a report which is laid before Scottish Parliament.

To assist with this reporting duty, CJS, in collaboration with representatives from Justice Social Work, the Scottish Government, and Social Work Scotland, has developed a template of questions for local areas to complete. This template is designed to support the reporting requirement.

Completing the template

Please answer the following questions contained in this year's CPO template. When answering the questions, please ensure that all case studies and feedback are anonymised. We understand that maintaining anonymity may be more challenging for some local authorities. If this applies to your area, you may provide a more general response to the questions.

Please ensure all answers are relevant to your local area within the 2023 to 2024 reporting year.

If you need any support in completing this template and or have any questions, please do not hesitate to get in contact with CJS. Contact details can be found on the title page of this form.

Thank you for taking the time to answer the questions in this template.

Questions to answer

1) Reducing risk of reoffending

Please provide a case study or examples of your work with people subject to a Community Payback Order (CPO), focusing on how you work to address their offending behaviours and reduce the risk of reoffending.

Inverclyde Justice Social Work team continues to work with people subject to CPOs in order to address their offending behaviours and risk. Staff utilise accredited risk assessment tools, LS/CMI, SA07 and SARA to support them to identify and target areas of risk and need. Staff within the service are trained to facilitate the Up2U intervention which is a modular programme designed for individual or groupwork where violence within relationships is assessed as a concern. We also have staff trained to facilitate the MF2C programme for those convicted of sexual offending and to deliver MF2C case management. Justice Social Work staff also utilise a wide range of resources in order to offer bespoke interventions within supervision dependent on identified risk. Given the small size of the Justice Social Work Team the majority of targeted work to assess risk takes place on a 1:1 basis within supervision however the Service continues to actively explore opportunities to develop its group work offer.

The service benefits from positive and effective working relationships with the local MAPPA unit and Sheriff Court. These relationships allow staff to be responsive to changing risk and utilise the wider structures in place to assist in managing this. In 2023-24 examples of this included increasing MAPPA level in response to concern; robust use of breach procedures when appropriate and use of the CPO review mechanism to request new or amended requirements.

Case Study detailing the use of a CPO conduct requirement and collaborative working to facilitate the move of a service user from unsuitable accommodation. Also reference to ongoing support and supervision including offence focused work related to victim empathy and community integration.

2) Support for underlying needs

Please provide a case study or examples of your work with people subject to a CPO, focussing on how you work to address their underlying needs (e.g., mental health, substance use).

Within Justice Social Work in Inverclyde, we advocate a person-centred, relationship-based approach to practice. This is supported by our needs review tool which can be used at key points in a CPO to help individuals articulate and record their own identified needs. The service has well-established links with a range of statutory and third sector partners and our justice social work staff routinely refer individuals for specialist support with addiction, mental health, homelessness and other issues. The justice team also has good links with our local Community Connectors and Community Link Workers. Both services are able to work with individuals to help them to identify and engage with a wide range of community resources across Inverclyde.

Case study detailing service attempts to engage with and support a female with complex needs whilst on remand and subsequently while subject to a CPO. Outlines partnership working with colleagues in homelessness; Police Scotland and mental health services to ensure the safety of the individual and public.

3) Unpaid work

Please describe a case study or provide examples of unpaid work activity.

Our unpaid work team continuously work to source varied and meaningful work opportunities within Inverclyde. This incorporates work carried out for individual members of the community and for local groups and organisations. Consequently, a range of groundwork, gardening, joinery and painting and decorating tasks are undertaken. Throughout the year the Service has been concentrating the efforts of the Unpaid Work squads in helping individuals who otherwise would not be able to afford this type of work to be carried out. Whether that's for financial or physical reasons. We have focussed our attention all over Inverclyde to ensure clients have the opportunity regardless of their location.

Throughout 2023-24 there has been a focus on increasing available opportunities for personal placements to support those who may struggle to attend a mainstream work squad. Our justice support workers have also proactively sourced placements out with Inverclyde recognising that some individuals may be at risk undertaking unpaid work within a small community.

Case study detailing work with an army veteran subject to a CPO with a disclosed diagnosis of PTSD. Outlines efforts to source an individualised placement to allow his unpaid work hours to be completed in an appropriate environment.

In 2023-24 the service continued to commission our third sector partner, Action for Children to provide a bespoke unpaid work service for young people aged 16-24. This service is positively regarded by the young people that attend and offers alternative UPW opportunities particularly for those young people who might otherwise struggle to engage with mainstream UPW provision.

Case study which describes the efforts made by the service and our partner organisation, Action for Children, to provide suitable and appropriate unpaid work opportunities for a young person with complex health needs.

4) Other activity

Please describe the main types of "other activity" carried out as part of unpaid work or other activity requirement.

Inverclyde Justice Social Work service continues to host the Early Action Systems Change – Women in Justice project, funded by the National Lottery. Part of this project has been the facilitation of the weekly Women in Justice Group which operates on a co-production model. Driven by group members, including those with unpaid work requirements, the group has explored topics that impact on offending behaviour such as trauma and emotional regulation. The group has also worked to re-design leaflets to help others better understand elements of the justice system. While open to women involved at all points of the justice system, the group has offered a positive and structured opportunity for some women to fulfil parts of their UPW requirements.

Although Inverclyde continues to deliver Other Activity through a structured means, i.e. blended modular work packs, group sessions and opportunities for young people to access work and training qualifications, we continue to pride ourselves with delivering an individualised approach where we encourage service users to approach us with training courses they are undertaking and positive life achievements they have gained that permit us to give credit for. This allows the Service to provide positive recognition to individuals in their endeavours to remain offence free whilst meeting unmet need.

Case study detailing the circumstances of an individual subject to a CPO with multiple and complex needs who was successfully supported to engage with the Moving On service to support his recovery from substance use. Details how unpaid work 'other activity' hours were utilised to support him to engage with community-based programmes to develop his personal skills and confidence.

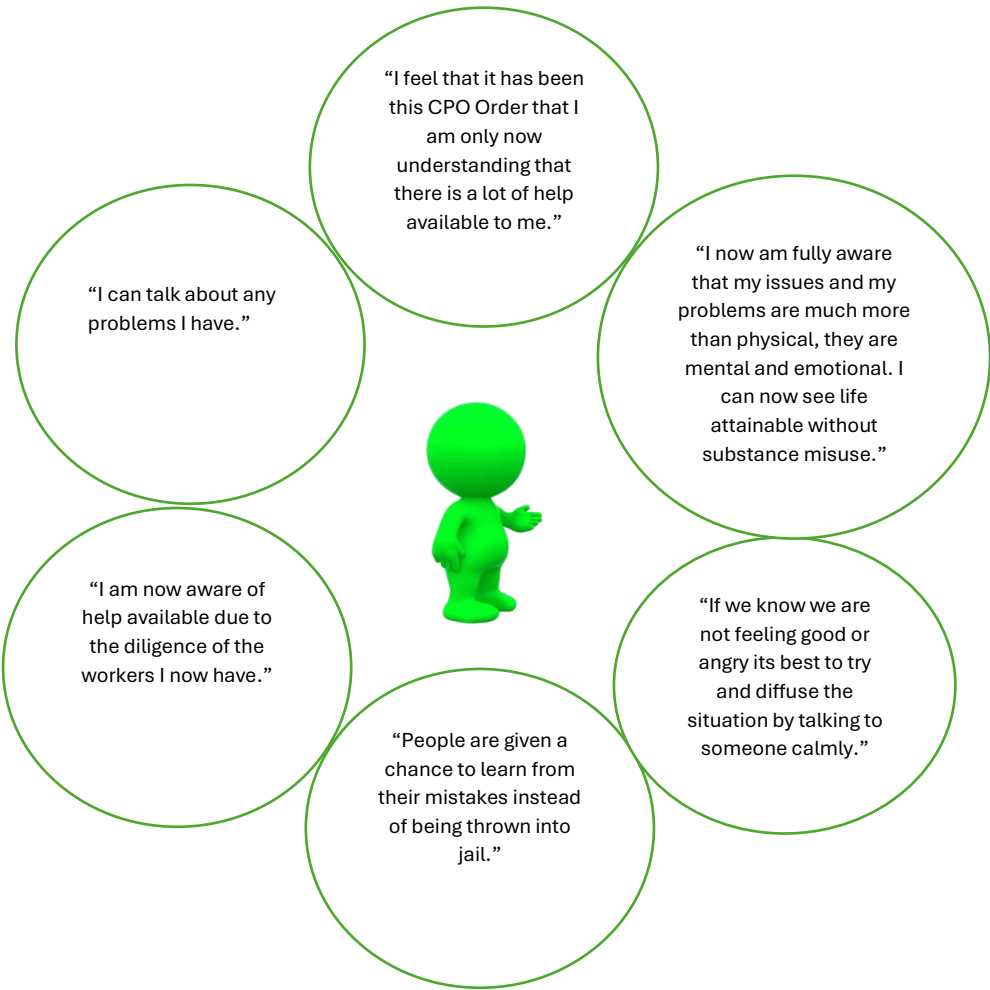
Going forward the Service plans to continue to expand our delivery of structured opportunities for some but still retain our focus on the recognition of an individual's personal achievements.

5) Feedback

Please provide a summary of quotes or feedback on the impact of supervision requirements and or unpaid work or other activity requirements from the following perspectives:

- People subject to a supervision requirement
- People undertaking unpaid work or other activity requirement
- The community and beneficiaries of unpaid work

Supervision Requirement



Unpaid Work and Other Activity Requirement



Community and Beneficiaries

“...allotment Gardens has had a tremendous amount of work carried out on our site by the UPW Team.

Tasks including building 10 raised beds, repairing and painting 5 benches, shifting tons of topsoil and the same of Bark chippings, painting at least 10 sheds, not to mention helping less able members without being asked.

Oh and clearing our derelict sheds before demolition. and taking green waste away for us to the Council transfer station.

Our members have been really impressed by your clients behaviour while on our site and over this period we have built up a relationship with the supervising team who are very helpful.

Quotes from members most often heard is 'when are the boys coming back in' and Do you think that's a job the UPW team could tackle?

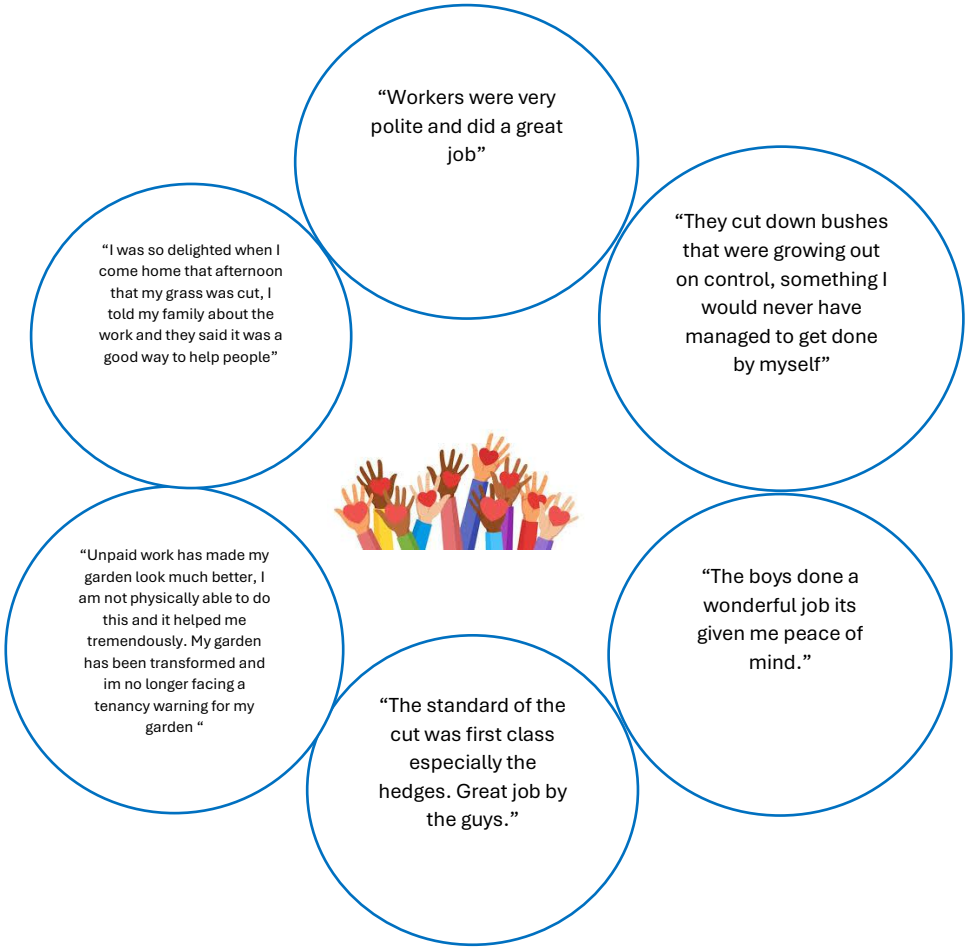
We honestly could not have done the jobs as quickly without your assistance and hopefully we can work together well into the future.

You have contributed greatly to the transformation of large parts of our site

We believe that Unpaid work is a valuable tool for both the clients, in terms of payback and also the community in terms of making a difference to their aspirations.

I hope that the clients also get a sense of achievement after a mornings hard work on site and the positive feedback we give them.”





6) Benefits and challenges of other CPO requirements

Please mark with a cross the requirements that were imposed by courts in 2023 to 2024.

- Compensation requirement
- Programme requirement
- Residence requirement
- Restricted movement requirement
- Conduct requirement
- Alcohol treatment requirement

- Drug treatment requirement
- Mental health treatment requirement

For each of the requirements that were imposed (up to a maximum of 300 words) please describe innovative and best practice, challenges, and impact associated with each.

Compensation Requirement

Compensation requirements are an established feature of CPO’s and small number have been imposed during this period. Dip sampling of case records indicates that management of these is typically routine and there are no specific challenges identified.

Programme Requirement

Given the size and population of Inverclyde, the Service experience ongoing challenges in delivering offence focussed programmes in a structured, group-based setting. While we have staff trained to deliver MF2C and Up2U interventions, operational challenges have meant that these are typically delivered as 1:1, bespoke interventions as opposed to structured programmes. This situation remains under review however, considering this, programme requirements can present some challenges. Reflecting these challenges, report writers have opted to move away from recommended formal requirements to attend specific programmes preferring instead to incorporate these in individual case management plans for supervision.

Case study example of the use of the Up2U programme, delivered on a 1:1 basis to meet outstanding, identified needs during the supervision of a high risk individual who had previously completed other interventions.

Restricted Movement Requirement

One Restricted Movement Requirement has been imposed during the 2023-24 reporting period therefore the Service has limited experience of this requirement to draw on.

Conduct Requirement

Over the reporting period the service has recorded several orders with conduct requirements being made. Given the inherent flexibility of this requirement these are imposed for a wide range of reasons however a number of instances of conduct requirements being made in order to enforce drug, alcohol or mental health treatment are noted where specific imposition of a drug, alcohol or mental health treatment requirement may have been more appropriate. The service finds conduct requirements to be of particular use when managing those convicted of sexual and domestic offences as they can be used to support robust risk management planning, particularly in respect of monitoring and controlling internet access. The service has found that application to the Court for amended or additional conduct requirements can be an effective tool to assist in ongoing risk management where identified behaviours continue to present some concern.

Alcohol Treatment Requirement

The service received a number of orders with alcohol treatment requirements during 2023-24. Where an alcohol treatment requirement is imposed the service will work with partners with Alcohol and Drug Recovery Services (ADRS) to formulate a treatment plan which may include support from third sector recovery partners. In most instances, alcohol treatment requirements are imposed following a recommendation in the Justice Social Work Report therefore they are generally considered useful in supporting individual engagement in treatment.

Drug Treatment Requirement

As with alcohol treatment requirements, the service has seen a number of Drug Treatment Requirements imposed during 2023-24 following recommendation by justice social work report writers. Again, these are used to encourage and enforce engagement with our statutory partners in ADRS and third sector recovery partners where it is assessed that drug treatment or recovery activity would be beneficial in addressing offending behaviours.

Case study which details joint working between justice social work and addiction support services in order to support an individual with complex needs around mental health, physical health and substance use to successfully engage with his CPO and to integrate with appropriate community support services.

7) Organisational improvements and ongoing challenges

Looking back at last year (2022-2023), have there been any improvements to the challenges you noted? Are there any challenges you are still facing this year (2023-2024)?

Staffing issues have remained a concern for the service in 2023-24. Staff turnover has continued to be a challenge, with the use of fixed-term contracts aligned with incentivised and specific funding streams impacting on the ability to offer security in posts. National challenges in social worker recruitment; HR timescales and limited access to mandatory training courses continue to challenge the service’s ability to recruit and induct new staff promptly. Consequentially, this impacts on other staff workloads e.g. our Unpaid Work Organiser often being required to support service delivery rather than sourcing new work opportunities. In 2023-24 the service has actively sought to recruit additional Unpaid Work Supervisors on sessional contracts to mitigate some of these issues in a more responsive way however this has had limited success due to availability. While these issues affect all areas of the service there is a particular impact on Unpaid Work Delivery with recording showing longer

periods between order being made and placement commencing and orders taking longer to complete overall than pre-pandemic recording. We continue to attempt to mitigate this in a range of ways including increased use of personal placements.

Early intervention and prevention workstreams continue to be primarily resourced by our paraprofessional support worker group. This works well overall and this group of staff have responded positively to the diversification of their workload although national training in this arena would still be welcomed. Our Bail Supervision scheme, in particular, continues to be very successful however the higher than anticipated numbers of orders made continues to present resourcing issues. An unintended consequence of this has been reduced staff availability to undertake the unpaid work case manager role however the Service attempts to respond to this by adjusting individual staff workloads to meet service need where possible.

8) Collaborative working across justice partnerships

Please provide any examples of work with community justice partners, including the third sector, to effectively deliver CPOs.

Inverclyde’s Community Justice Partnership (ICJP) continues to be proactive in promoting and developing partnership working across the Justice sector. This includes an active Third Sector Forum which meets regularly to consider issues relevant to third sector involvement with those with lived or living experience of the justice system. In the 2023-34 period the group was attended by the Justice Social Work Service manager to speak about risk assessment and by the ICJP lead officer to promote the unpaid work scheme. The ICJP also supported an unpaid work group involving a range of partners with the aim of further developing the work opportunities available to those undertaking a CPO with unpaid work requirement.

During 2023-24, the service has received additional short-term funding from our local Alcohol and Drugs Partnership (ADP) to support an



additional Justice Support Worker post with a specific focus on addiction issues. While this has not been without challenge, this has enabled us to offer some additional resource to service users at all points of their Justice journey, particularly those subject to DTTO, those who require additional support to engage with addiction treatment services or recovery groups and those who may benefit from harm reduction support.

As previously mentioned, the unpaid work service has carried out a range of work supporting the third sector across Inverclyde. The following case study, as reported in the local media, highlights the range of partnership working that unpaid work has supported to the benefit of local communities:



Project is growing places for sheltered housing residents

Six new raised beds have been built at sheltered housing complexes

A six-month project to create raised beds at sheltered housing complexes has taken root.

A total of six raised beds have been created at three River Clyde Homes sheltered housing complexes for residents to enjoy.

The project was a partnership between Invergrow, Parklea Branching Out, Inverclyde HSCP Unpaid Work team, and River Clyde Homes which began in February.

The Inverclyde Health and Social Care Partnership’s (HSCP) Unpaid Work team visited each site to discuss where the beds could be placed. The Invergrow team purchased the materials then with the Unpaid Work team, assembled, delivered and filled the raised beds with compost and woodchips.

Councillor Michael McCormick, convener of the council’s environment and regeneration committee said: “These planters are a great idea and it’s something all the residents can enjoy.

“I’ve been told there are a variety of different plants and flowers as these can be easily maintained by residents and staff of the sheltered housing.

“The aim of this project was the promote the physical, mental and social benefits of gardening and the raised beds are also accessible for those with mobility issues.

“I’m delighted to see the gardens looking so good and I hope they bring smiles to residents’ faces for many years to come.”

Three planters have been installed at John Galt House, two at Elliot Court and one at Stewart House.

River Clyde Homes collaborated with the Invergrow project by showcasing each outdoor area for the residents.

Parklea Branching Out donated plants to go in each planter.

A spokesperson from River Clyde Home said: "This is a fantastic initiative that not only provides a beautiful outdoor space for sheltered housing residents but also promotes their well-being.

“The raised beds are a great way for residents to connect with nature, exercise, and socialise. We are delighted to have been involved, and to have such a successful partnership with Invergrow, Parklea Branching Out, and the Inverclyde HSCP Unpaid Work team.”

Invergrow is a project led by Inverclyde Council in partnership with the Inverclyde Community Food Network and is being delivered thanks to funding from the UK Shared Prosperity Fund, part of the Funded By UK Government project, previously known as Levelling Up.

[New raised beds are growing places for residents - Inverclyde Council](#)

9) Additional information

Is there any other relevant information you wish to highlight? This may include:

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

Inverclyde Justice Social Work has nothing further to highlight.

Gail Hughes

Justice Service Manger

Inverclyde HSCP

Jonathan Hinds

CSWO/ Head of Children and Families and Justice

Inverclyde HSCP