



**Report to:** Glasgow Community Justice Authority

**Report by:** Acting Chief Officer

**Date:** 3rd November 2009

**Contact:** Gillian Little 0141 287 0153

### Action Plan 2008-2009 Progress

#### **Purpose of Report:**

This report provides a brief progress report on the implementation of the Action Plan 2009/10. The report highlights where we appear to be on target to meet our commitments and where there has been some slippage.

This is the second year of our 3 year area plan to March 2011.

#### **Recommendations:**

The CJA is asked to consider and note progress with the Action Plan 2009-2010

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## 1.0 Background

1.1 The CJA's second Area Plan runs from 2008 to 2011. We are now at around the mid point of implementation and are entering the next round of 3 year planning for 2011/14. This report provides a brief overview of how we are meeting our targets and where we need to do further development work to improve our performance.

1.2 We have restructured our Lead Officer Group to have a clearer focus on the Action Plan and Leads for particular actions now prepare updates in advance of the meeting. Leads can request that their actions are discussed in depth to either reflect significant developments or to request support to move areas of work forward that may have stalled. This group now meets quarterly and will shadow the Board meetings next year to provide regular updates on the plan and a clear flow of information on significant areas of the work to the Board in a timely fashion. We have also widened the membership of the Lead Officer group to reflect the breadth of work being undertaken within the plan. Additional members include the Glasgow Homelessness Partnership, Glasgow Works and Culture and Sport Glasgow.

## 2.0 Progress and Monitoring

2.1 The table below gives a brief summary of progress, providing an at a glance indication of where work has been completed or is well on track (green), where some progress has been made but there remains significant work to be done (amber) and where work has not started or has been stopped (red). Often those areas highlighted red have been put on hold as a result of changes in National Government policy, e.g.

- The roll out of MAPPA to violent offenders remains unimplemented
- The Community Court model failed to secure adequate funding to proceed.

2.2 In some areas we have added actions or re focused work originally planned.

- Consider the relationship between Learning Disability and Offending
- Develop local Victim's Forum to consider issues and make recommendations to CJA.

2.3 Last year highlighted areas where we needed to make more progress.

- **Establishing a performance management framework.**  
An update on the National Performance framework will be presented to this Board.
- **Making links with key partnerships.**  
We have developed links with the Criminal Justice Board and have a presentation from them at this meeting. We have also extended an invitation to the Community Planning Partnership to work with us on our area planning process.

2.4 As last year, we have produced an annual report that highlights our achievements and members have received a report on this previously and this is now published on our website at [www.glasgowcja.org.uk](http://www.glasgowcja.org.uk)

**ACTION PLAN 2009-10 UPDATE 01 OCTOBER 2009**

<b>VIOLENT SERIOUS AND SEX OFFENDERS</b>					
<b>Action 2008-11</b>	<b>Year Two 2009-2010</b>	<b>Lead</b>	<b>Status Red Amber Green</b>	<b>Summary update</b>	<b>Raise at meeting? Y/N</b>
<b>Ensure robust MAPPA risk assessment and management procedures are in place for sex offenders and violent offenders</b>	Integrate regular reporting into the cycle of Board meetings.	MAPPA Co-ordinator	Green		
	Respond to the areas for improvement identified in the first MAPPA annual report.		Green		
	Roll out MAPPA processes to cover violent offenders.		Red	No progress – awaiting national roll out	
	Finalise the Information Sharing Protocol with Registered Social Landlords (RSLs) and secure sign up.	Glasgow Homelessness Partnership	Amber	Meetings now scheduled	
<b>Ensure partner organisations complete risk management training.</b>	Develop a joint training forum for GCJA partners to explore issues of joint training and sharing of good practice.	Criminal Justice Social Work Services	Amber	Training Officer now in post	Y
	Roll out training and implementation of LS-CMI risk assessment tool (dependent on Scottish Government roll out).		Amber	Government roll out delayed a further 18 months	Y
<b>Link to Violence Reduction Unit's initiatives with young men.</b>	Revisit progress of COVAID and strengthen links with VRU initiatives.	Glasgow Community Justice Authority	Red	No progress.	

**ACTION PLAN 2009-10 UPDATE 01 OCTOBER 2009**

<b>PERSISTENT OFFENDERS, INCLUDING WOMEN ON SHORT TERM PRISON SENTENCES OF LOWER TARIFFS</b>					
<b>Action 2008-11</b>	<b>Year Two 2009-10</b>	<b>Lead</b>	<b>Status Red Amber Green</b>	<b>Summary update</b>	<b>Raise at meeting? Y/N</b>
<b>Develop a structured deferred sentence package option for persistent offenders.</b>	Implement and monitor.  Review group work element and seek funding for expansion if successful.	Criminal Justice Social Work Services	<b>Green</b>  <b>Amber</b>	Now rolled out to Stipendiary Magistrates Court	
<b>Develop a new service for persistent offenders on short term sentences of 6 months or less on release from prison to begin consistent and target case management.</b>	Review existing service provision for this group. Look at possible service models including Routes Out of Prisons (ROOP) MAPOS strategy in NSCJA and Aberdeenshire Turning Point Service. Also TAS and other local services.	Glasgow Community Justice Authority	<b>Amber</b>	Access to Industry proposal for service for young persistent offenders on release from prison now with Robertson trust. Services for those on short term sentences focus of paper for GCC Reducing Offending group. Plans for service mapping drafted.	Y  Y
<b>Provide a modernised community service delivered at a local level and making use of community based approaches, such as Clean Glasgow and the principles of reparative justice.</b>	Roll out good practice from the Community Service Visibility Project.  Develop plan for further development of CS based on findings of national review group and for additional funding.	Criminal Justice Social Work Services	<b>Green</b>  <b>Green</b>	New temporary post created CS Development Officer to develop work of Visibility Project  Meetings established to progress through robust partnership approach	Y

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<p><b>Establish a more community facing prison at Barlinnie, with practical steps to reducing overcrowding coupled with an improved percentage of Glasgow based prisoners.</b></p>	<p>Set out what this would look like and action plan to achieve this in practice on basis of SPS recommendations from their internal working group.</p> <p>Engage in discussions on development of new HMP Low Moss.</p>	<p>Scottish Prison Service</p> <p>Scottish Prison Service</p>	<p><b>Amber</b></p>	<p>Continuing Estate Development. In particular, Addiewell Prison allows flexibility within the SPS which aids fluctuations of prisoner numbers within Barlinnie, Chief Officer of SWS CJA attends the Population Management Group. SPS and CJA Partners continue to engage in discussions on the progress of HMP Low Moss. Recent presentation by SPS Project team supports this discussion</p>	
<p><b>Support the development of the current community justice centre proposals.</b></p>	<p>Support Developments of principles of CJC without new build option.</p>	<p>Glasgow Community Justice Authority</p>	<p><b>Amber</b></p>	<p>No progress. Government considering options with SW, COPFS and SCS.</p>	

<p><b>YOUNG OFFENDERS IN TRANSITION TO THE ADULT SYSTEM</b></p>					
<p><b>Action 2008-11</b></p>	<p><b>Year Two 2009-10</b></p>	<p><b>Lead</b></p>	<p><b>Status Red Amber Green</b></p>	<p><b>Summary update</b></p>	<p><b>Raise at meeting? Y/N</b></p>
<p><b>Ensure we have appropriate assessments, information sharing and continuity of service in place.</b></p>	<p>Internal SWS working group to bring forward recommendations for discussion with wider range of partners.</p> <p>Review implementation of Structured Deferred Sentence Pilot to learn lessons re-interface issues.</p>	<p>Criminal Justice Social Work Services</p>	<p><b>Amber</b></p> <p><b>Amber</b></p>	<p>Remit of internal group to be agreed a</p> <p>New Team Leader in post as of 16<sup>th</sup> September. Review process and timeframe to be agreed.</p>	

**ACTION PLAN 2009-10 UPDATE 01 OCTOBER 2009**

<b>ACCOMMODATION AND SUPPORT</b>					
<b>Action 2008-11</b>	<b>Year Two 2009-10</b>	<b>Lead</b>	<b>Status Red Amber Green</b>	<b>Summary update</b>	<b>Raise at meeting? Y/N</b>
<b>Implement a consistent assessment and referral process between prison and the community for those offenders with a housing need.</b>	<p>Launch the housing information leaflets in HMP Barlinnie.</p> <p>HMP Barlinnie Link Centre staff to undertake the Homepoint Housing Information and Advice Standards – Level 1 and homelessness awareness training.</p> <p>Review Core Screen questions in relation to accommodation and implement any changes required.</p> <p>Ensure provision of stable accommodation with support on release from prison and for high risk offenders.</p> <p>Ongoing support for those who have problems sustaining tenancies.</p> <p>Work with government on the implementation of the report on Housing Information and Advice for offenders.</p>	<p>Glasgow Homelessness Partnership</p> <p>Scottish Prison Service and Glasgow Homelessness Partnership</p> <p>Scottish Prison Service</p>	<b>Amber</b>	<p>SPS: SPS is applying as directed with no immediate review scheduled unless identified. Accommodation Guidance remains in draft and SPS continues to engage with Scottish Government. In relation to High Risk Offenders, SPS complies with its statutory responsibility within draft MAPPA Guidance v5.</p>	
	<p>Work with Glasgow Registered Social Landlords to explore the development of a scheme to allow prisoners to give up tenancies responsibly in return for a tenancy at liberation.</p>	<p>Glasgow Homelessness Partnership and Registered Social Landlords</p>			

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<b>EMPLOYABILITY</b>					
<b>Action 2008-11</b>	<b>Year Two 2009-10</b>	<b>Lead</b>	<b>Status Red Amber Green</b>	<b>Summary update</b>	<b>Raise at meeting? Y/N</b>
Work with the mainstream providers and strategies in the city of worklessness and employability to achieve a clear profile, best practice and routes for offenders linked to community support.	Identify monitoring arrangements and measure outcomes. CJSWS employability services.	Glasgow Works	Green	Employability Performance Monitoring Report is in place. Work taking place to ensure reliability.	Y
	Consider if approach in CJSWS re staff training should be rolled out partners and others.		Amber	Full discussion still needs to take place.	Y
	Support the work of the Glasgow Works/Barlinnie pilot and disseminate learning as available.		Green	A great deal of development work to support the pilot has been taking place. The pilot should become operation from October 09.	Y
	As year 1 – Raise the profile of offenders as potential employees with the city Employers' Forum and identify challenges and barriers.		Amber	Discussion with Glasgow Employers Coalition and Glasgow Works Employer Engagement Team is required.	Y
	Work with HMP Barlinnie to review Links Centre.		Amber	Follow up required to establish progress of review.	Y
Ensure that current training and vocational opportunities in SPS, Voluntary Sector partners, and community service squads match city skills and job opportunities.	Scope provision of training as part of pilot process above. Consider accreditation issues.  No longer live	Glasgow Works	Green	Discussions have taken place with SPS Acting Head of Learning Outcomes re. potential to accredit learning. Local Regeneration Agencies have also provided input to the training available.	Y

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Agree how the 'distance travelled' will be measured in Glasgow tools and milestones.	<i><b>Change of emphasis. Focus will be on monitoring arrangements developing through CJSWS and development of good practice beyond this (covered elsewhere).</b></i>				
With the Adult Literacies initiative, develop improved information and access to community based literacy courses for offenders.	Review outcomes of pilot projects and plan forward.	Glasgow Adult Literacy Partnership	<b>Green</b>	ALN Liberated Prisoners project making progress, increased access to community based illiteracies provision. Planning of next steps to follow project's 6 month report due at end of October.	
Raise awareness of learning and skills issues within the City and promote dialogue around Government policy.	Host event to respond to the Government Review of Offender Learning (Winter 09). Consider implications and incorporate into CJA plan 2011-14.	Glasgow Community Justice Authority	<b>Amber</b>	Potential venues identified, awaiting Government publication.	Y

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<b>HEALTH IMPROVEMENT</b>					
<b>Action 2008-11</b>	<b>Year Two 2009-10</b>	<b>Lead</b>	<b>Status Red Amber Green</b>	<b>Summary update</b>	<b>Raise at meeting? Y/N</b>
Ensure that all offenders in the community and in custody are registered with a local GP using existing mechanisms.	Develop clear protocol between prison staff and NHS. Review and monitor arrangements in place.	NHS Greater Glasgow & Clyde	Amber	Protocol in place and survey carried out. Further review required to ensure protocol in use	
Ensure greater consistency and continuity in referrals and treatment for mental health services in prison and in the community.	Implement mental health action plan based on recommendations from NHSGG&C working group.		Amber	NHSGGC working group still to make recommendations	
Ensure greater consistency and continuity referrals and treatment for addiction services.	Run seminar for members and partners with Glasgow Addictions Partnership Develop through closer joint working and information exchange.  Implement actions arising from joint seminar and ongoing working.		Amber	Seminar held. Agreed action plan and responsibilities need to be developed from meeting	Y
Support the preparatory work on the transfer of healthcare provision from SPS to NHSGGC.	Consider implications for Glasgow and support implementation process.		Amber	Ongoing process	
Consider the relationship between Learning Disability and Offending.	Hold expert seminar to consider issues of learning disability and offending.		Glasgow Community Justice Authority	Amber	Planned for January. Speakers and venues identified. Date to be confirmed.

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<b>COMMUNICATIONS</b>					
<b>Action 2008-11</b>	<b>Year Two 2009-10</b>	<b>LEAD</b>	<b>Status Red Amber Green</b>	<b>Summary Update</b>	<b>Raise at meeting? Y/N</b>
Develop a consistent source of generic information for victims and families in the criminal justice system, from arrest to sentencing for use by all partners.	Implement findings from research and agreed action plan.	Scottish Prison Service	Amber	SPS: Work is ongoing	
	Support work of Barlinnie Families Strategy Group.		Amber		
	Prepare information cards for use at GSC and evaluate.	Glasgow Community Justice Authority	Red	No scope for internal publication of card. External options to be costed.	
Provide a joined up approach to communication with other community planning partners and criminal justice agencies, using the new or established mechanisms in the city.	Continue to update GCJA website as resource for families.	Glasgow Community Justice Authority	Amber	Work ongoing	
	Formalise the role of GCJA on the Group.	Glasgow Community Justice Authority	Red	No progress	
Generate a city wide dialogue on reducing re-offending and innovative approaches and the use of community based approaches.	Build on the links developed through the Community Service Visibility Project in local areas.	Criminal Justice Social Work Services	Amber	New temporary post starts October 09	
	Host events on Learning and Skills, Learning Disability and Offending and CJA Forward Planning.	Glasgow Community Justice Authority	Amber	As above.	
	Publish 2 x newsletter annually. Engage in promotional activities as required.		Red	No scope for internal publication of card. External options to be costed.	

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<p>Identify the most useful means for GCJA to communicate and consult with Glasgow residents and other stakeholders drawing on existing mechanisms where possible.</p>	<p>Re run questions on community disposals in GHS.</p>	<p>Glasgow Community Justice Authority</p>	<p>Amber</p>	<p>Questions requested – awaiting response.</p>
	<p>Promote wider communications in relation to specific activities e.g. Learning and Skills event.</p>		<p>Amber</p>	<p>As above (awaiting Government publication)</p>
	<p>Barlinnie Families Strategy Group to consider consultation approaches.</p>		<p>Red</p>	<p>Families Strategy group has not met.</p>
	<p>Continue consultation and feedback work begun with community groups as part of the CSVP. Scope local victim organisations and services provided.</p>	<p>Glasgow Community Justice Authority</p>	<p>Amber</p>	<p>New temporary post begins October 2009</p>
	<p>Develop local Victim’s Forum to consider issues and make recommendations to CJA. Consult Prisoners through SPS Survey mechanisms.</p>	<p>Victim Support Scotland  Scottish Prison Service</p>	<p>Red</p>	<p>Meeting with G Little (Acting Chief Officer) Community Justice Authority, D Gibney VSS &amp; John Evans VSS arranged 14 Oct 2009.</p>
			<p>Green</p>	<p>The SPS 2009 Prisoner Survey is complete. As a result of a request from the Director of Addiewell Prison there was a delay in completion. Details to follow shortly. The SPS Survey will be conducted on a 2 yearly basis. SPS is currently reviewing its consultation and communication during the intervening period.</p>

## ACTION PLAN 2009-10 UPDATE 01 OCTOBER 2009

<b>ACCESS TO PRISONS FOR FAMILIES AND OTHERS</b>					
<b>Action 2008-11</b>	<b>Year Two 2009-10</b>	<b>Lead</b>	<b>Status Red Amber Green</b>	<b>Summary update</b>	<b>Raise at meeting? Y/N</b>
Improve access for families and others to prisons, particularly hard to reach prisons.	<p>Implement findings of the research in conjunction with SPS review of transport to prisons.</p> <p>Develop new service for HMP Glenochil and consider others based on demand.</p>	SACRO	<b>Amber</b>	<p>Posters sent to HMP Peterhead and to the state hospital</p> <p>Glenochil bus continues to run sporadically, liaising with Glenochil (Donald Dickie) to discuss the service and how to improve the current position</p> <p>Discussions have taken place regarding promotion of the service</p> <p>Meeting with NATA to discuss continuing partnership and opportunities for funding support in the community transport field etc. Karen Norrie also attending this meeting to discuss the possibility of starting a service to HMP Shotts – this will be progressed over the next few weeks.</p>	
<b>Action 2008-11</b>	<b>Year Two 2009-10</b>	<b>Lead</b>	<b>Status Red Amber Green</b>	<b>Summary update</b>	<b>Raise at meeting? Y/N</b>
Develop a mechanism to share training programmes and to alert partners to training opportunities and spare capacity.	<p>As year 1 due to difficulties in appointing a Training Officer – Ensure that the additional monies for training for CJSWS given in 2007-08 establish a core post in with the priority of developing a training plan and programme for CJSWS.</p>	Criminal Justice Social Work Services	<b>Amber</b>	<p>Training Group Established .</p> <p>Links to National Training meetings agreed.</p>	

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	Develop a joint training forum for GCJA partners to explore issues of joint training and sharing of good practice as Priority area 1.				
	As year 1 – Pool existing programme information from partners gathered in the audit as the basis for establishing a live database. Database exists but not populated due to resource issues. Revisit idea of shared database and develop as appropriate.	Glasgow Community Justice Authority	Red	Subject to actions above.	
Through this mechanism and over time, look at delivering a generic range of courses for frontline staff, with an initial focus on improving the understanding of the role of each partner.	Develop CJA 'Induction' materials for all agencies to share. Website will contain CJA Induction pack that agencies can incorporate into their own induction processes.	Glasgow Community Justice Authority	Amber	Materials identified. Pack will be collated as part of website review.	

Action 2008-11	Year Two 2009-10	Lead	Status Red Amber Green	Summary update	Raise at meeting? Y/N
Establish a performance management and reporting framework to monitor and plan delivery of achievement of our targets.	Implement delayed National Framework and analyse 1 <sup>st</sup> full year data.	Glasgow Community Justice Authority	Amber	Scottish Government undertaking national review. First report to CJA Board in November.	Y
	Review reporting in relation to core and non-core SW services and agree reporting framework to CJA.		Amber	Reporting arrangements to be agreed with CJSW	

**ACTION PLAN 2009-10 UPDATE 01 OCTOBER 2009**

Develop a policy led budgeting process for the next three year plan.	Build on initial work in year one to bring forward a clearly linked budget and service plan process.	Glasgow Community Justice Authority and Criminal Justice Social Work Services	Amber	Options for budget planning and review under discussion with GCC	
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