



Glasgow's Learning and the Adult Literacies Link Project

The development of improved access to and awareness of community based literacy and numeracy services for those involved in the criminal justice system is a key part of the work of Glasgow Community Learning Strategy Partnership's Adult Literacy and Numeracy (ALN) initiative. Maria-Elena Heather, Adult Literacies Development Officer at Glasgow Life, has been leading on this for the initiative since August last year.

While research shows that between almost 1 in 4 of the general population in Scotland will at some stage in their lives experience difficulty with literacy or numeracy, it is estimated that the incidence is much higher within the prison population. The reasons for this are diverse but what is indisputable is the disadvantage at which this places the individual. There is a clear link between literacies skills and employability – jobs that require little or no literacies are rapidly disappearing. A lack of confidence in literacy and numeracy can also impact negatively on other areas of a person's life, such as family relationships, health, housing and the ability to integrate successfully within their communities.

A key strand of the initiative's work is the development of transition support for liberated prisoners into community based ALN services, through the Adult



Literacies Link Project (ALLP). Since March 2008, the ALLP Development Worker, Colin Scullion, has been visiting HMP Barlinnie, HMP/YOI Cornton Vale, HMYOI Polmont, and within the last year, HMP Greenock. He has met with more than 220 prisoners to discuss their ALN issues, provide them with professional, specialist support and guidance, as well as transitional literacy tuition if required, to facilitate the pathway into ALN learning within the communities to which they return.

Learning destinations include ALN projects funded through the Adult Literacies initiative, Glasgow Life's community learning programmes, and FE First Steps courses, among others. For some, the project has acted as a springboard into employment, college or training. Individuals also report positive impacts on their family and personal lives with family members on occasion also starting to engage in ALN learning.

Colin encounters a variety of complex learning issues, ranging from the impact of previous negative learning experiences to dyslexia. A lot of time is taken encouraging individuals to give learning another try, and Colin will accompany them to visit local learning programmes to speak to tutors and learners there, to find out how the flexible, individually-tailored support can benefit them.

The signposting success rate is around 24% with the most difficult part of the process being helping the individual to persist in their engagement in learning. Experience has shown that multiple external factors such as poverty, lack of housing, addictions issues, access to benefits play a major part in the individual's ability to sustain in their learning post-release. As a result, Colin adopts a holistic approach to working with individuals:

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“An individual cannot address his or her literacy issues in isolation from other factors that impinge on their lives. Therefore it is essential to work in partnership with other organisations to help them access the additional support required.”

He has developed close links with, among others, Housing teams, LRAs, Routes Out of Prison, HOPE, Community Alcohol Support Services, CJ Social Work and Addictions Teams.

Maria-Elena has been involved in partnership working with Glasgow Works and Criminal Justice Social Work area teams, delivering ALN awareness inputs at employability briefings to highlight how ALN issues may affect clients and provide information on local and citywide ALN services available through Glasgow’s Learning (the umbrella term for the development, delivery and support of ALN services in Glasgow).

At present the Adult Literacies Link Project and the ALN initiative are involved in widening partnership work with CJ Social Work and Addiction services with a view to providing ALN support to those that require it while

For further information on the Glasgow’s Learning ALN initiative, contact Maria-Elena Heather at Glasgow Life, **0141 287 0953**, maria-elena.heather@glasgowlife.org.uk

If you would like to refer someone to the Adult Literacies Link Project, contact Colin Scullion, **07896 241 134**, c.scullion@gcns.ac.uk

“Without the support of this project I would never have joined the local ALN class.” R.M.

“This project is a vital part of my rehabilitation.” A.S.

using these services, and will be exploring opportunities to work with the new Community Payback Orders.

Funding has recently been secured for 2010-11 to pilot ALN services for CJSW clients in the East area. This work will be evaluated and inform future criminal justice ALN development work.



For more information on our services visit www.glasgowcja.org.uk

Persistent Offender Project (POP) wins Scottish Police Award

Glasgow's Persistent Offender Project (POP), delivered by Glasgow Addiction Services in partnership with Strathclyde Police, has won an Outstanding Contribution award at the Scottish Police Awards ceremony. The POP team received their award from Kenny MacAskill, Cabinet Secretary for Justice, at the annual event in November 2010.

The awards, run by the Scottish Police Services Authority, recognise commitment, enthusiasm and innovation throughout Scotland, and reflect the important role of partnership working in delivering a Safer Scotland.

POP works closely with the Community Addiction Teams (CATs) who provide a range of treatment and care for Glasgow's most persistent offenders with substance misuse problems. Service users are identified through shared intelligence, offering scope to target those most in need of this intensive intervention.

For more information about POP please contact: **Jim McBride, Allison Lawson, Alan Bruce** or **Keith Chalmers**, telephone **0141 276 6600** or **0141 276 7456**.

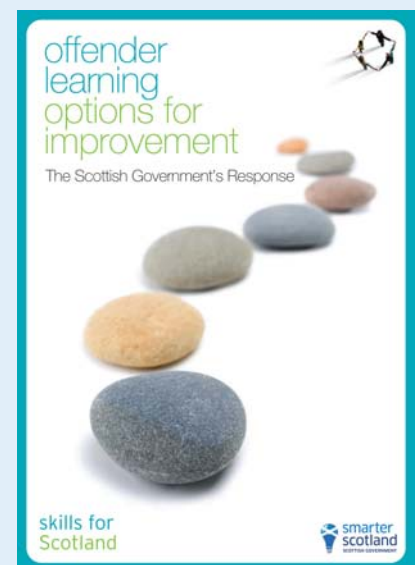


From left to right: Kirsty McKinley, Alan Bruce and Keith Chalmers of POP, Inspector Les Gray, *Chairman of the Scottish Police Federation*, Kenny MacAskill MSP, *Cabinet Secretary for Justice*, Deputy Chief Constable Neil Richardson, *Strathclyde Police* and Chief Constable Stephen House, *Strathclyde Police*

Offender Learning – Options for Improvement

The Scottish Government has now published its response to the report on offender learning in prison, in the community and for young offenders. It accepts most of the 72 recommendations made by the report to 'provide meaningful learning to offenders which they can undertake whilst serving sentences either in the community or in prison. We want them to either be able to continue this learning if they so wish or for the learning they have undertaken to have provided worthwhile and useful skills that will lead individuals to meaningful sustainable employment.' Recommendations are varied, and include those for the Scottish Prison Service to improve the assessment of offender literacy and numeracy, the issue of library cards to offenders leaving prison and better engagement with employers to encourage them to give ex-offenders opportunities. The full report is available online at <http://www.scotland.gov.uk/Publications/2010/08/03134838/0>

The importance of learning and skills for employment is understood by all working in the Criminal Justice field and partners are working hard to provide options for all those in prison or on community sentences. In Glasgow we have set up an Offender Employability group with Glasgow Works which is chaired by Councillor Stephen Curran. This group includes partners from SPS, Glasgow City Council, Job Centre+, Skills Development Scotland and Glasgow Life. We have a number of projects aimed at improving offender employability in the city and as part of this we have an event on 30th September to bring together those working in the field. Our keynote speaker is the Minister for Skills and Lifelong Learning, Keith Brown and we will hear from others including an employer perspective. People will have a chance to meet, share experiences and feed into the work of the strategy group. To find out more and book a delegate place or for your organisation to have a display please email communityjusticeauthority@glasgow.gov.uk or phone **0141 287 0153**.



Community Service Rapid Improvement Event

A Rapid Improvement Event is described as, 'a way of bringing people together to make radical changes to current processes and activities within very short timescales' For 4 days in September a group of Criminal Justice Community Service staff, management staff and 'critical outsiders' were brought together and challenged to do just that for in Glasgow. Based on the LEAN approach to systems the RIE aims to identify the waste in processes and eliminate this for more efficient, 'leaner' ones.

Community Service delivery in Glasgow has changed dramatically over the past year. Performance has improved as more and more focus has been placed on the idea of individuals 'paying back' for their crimes through work of direct value to communities. Other organisations have also begun to work with Social Work in supervising offenders to complete community service. National changes to community service, notably the introduction of a single Community Payback Order next year also point the way to a greater use of unpaid work as sentence from court.

In this context it was agreed that more could be done to make community service faster and more visible. The aim is to get clients matched to placements and finishing their orders more quickly than before and to make sure the work they do is of benefit to communities. Given the number of people involved in this process it was decided to bring people involved at each stage from initial assessment through administration to supervision, together to map out a better process than the one currently in place.

Helped by consultant David Jones-Lofting, the team analysed the current state and any duplications or inefficiencies in the process. They then outlined the ideal state where without resource constraints everything could work smoothly.



Finally, a realistic future state was agreed with a detailed action plan and timetable including a Rapid Experiment. This put into practice some of the ideas from the day to see how they work in the real world.

There was a huge investment of staff time in preparing for the event and for the 4 days it took to run. A smaller group of staff ran the rapid experiment over a week in late September and findings from this will feed back into the action plan.

Compared to many approaches the RIE provided a very dynamic and inclusive way of gathering a mass of information. It emphasised the importance of every part of the process and showed how no one person understands the complete system and so solutions must come from all areas. The timetable developed on the last of the 4 days provided a focus and the Rapid Experiment showed that we don't need to spend months preparing, often we should just try things out to see if they work!

"I was asked to be a 'critical outsider' for the RIE and later observed the Rapid Experiment. Personally I found the process both enjoyable, valuable, and am convinced that there will be real benefits coming out of it. As a model I think it could be used across services and would hope to see this type of collaboration replicated where we have real problems to solve. As resources get tighter we do need leaner solutions and this approach certainly helped identify some of these for Community Service."

**Gillian Little, Glasgow
Community Justice Authority**

Looking forward to Payback

In summer 2010 Glasgow hosted 4 citywide events to raise awareness of the new Community Payback Order.

The community payback order is designed to ensure that offenders payback to their communities, by making reparation (for instance through unpaid work) and by changing their offending behaviour. This will make communities safer and also provide opportunities for offenders to become part of their communities. The CPO aims to create a robust and consistently delivered community penalty that the public and the courts can have confidence in, providing a viable alternative to custody.

The CPO allows the courts to create tailor made community sentences, through one or more of a range of requirements ranging from unpaid work to supervision, drug or alcohol treatment.

The half day awareness raising events featured background information from Raymund McQuillan of Criminal Justice Social Work and Gillian Little of Glasgow Community Justice Authority. The Scottish Government CJD provided then a briefing about the CPO followed by question and answer sessions where practitioners across the city could ask CJD representatives about the new order.

These events mark the start of the process of rolling out the CPO, due to be available to courts from February 2011. More information about CPO is available on the Scottish Government Website here:

<http://www.scotland.gov.uk/Topics/Justice/public-safety/offender-management>. A copy of the event briefing paper and a summary of the question and answer sessions will shortly be available on the GCJA website – go to www.glasgowcja.org.uk



**Community
Payback**

**REDUCING
REOFFENDING**
WORKING TOGETHER FOR A SAFER SCOTLAND

Glasgow Community Justice Authority Area Plan 2011-14

We have just published our new Area Plan for 2011-14. Our planning event in December 2009 marked the beginning of a period of development and consultation that included:

- Consultation with prisoners in HMP Barlinnie
- Discussion groups with Victim Support Scotland and Routes out of Prison
- An editing process by the Plain English campaign
- A scrutiny process by the Scottish Government

The plan features original artwork from Theatre Nemo's Urban Creations exhibition produced by prisoners in HMP Barlinnie – see the article and pictures on page 8 for more information. We also received help with graphics from Glasgow City Council Development and Regeneration Services.

The plan identifies national and local objectives under 4 strategic aims:

Improve joint working: Improving how we work with partners, colleagues and stakeholders, promoting joint working practices, ensuring equal access to services for offenders and developing a shared understanding and vision for services for offenders, their families and victims of crime.

Improve information sharing: Reviewing how we share information and building on good practice, using information to develop and better target services that meet offenders victims and families needs, and telling people about successes, to share best practice and build confidence in the system

Improve community integration: Breaking the cycle of re offending, joined up working to ensure effective integration into the



community, engaging with offenders and communities to develop effective services and supporting communities to tackle problems that can cause offending

Improve the shared management of resources and policy development: Developing policy and sharing resources across custody and the community, making best use of existing services and reducing duplication, ensuring services are based on what works and agreeing shared standards.

The next step in the planning process is developing the Action Plan. The process so far has benefited hugely from input from our partners and stakeholders and we hope to link everyone in to the Action Plan development too. Recognising the difficult financial times ahead, we will start to agree the action plan in January 2011, by which point partners may have a clearer idea of the challenges for 2011-14. In the mean time, if you have any ideas for the Action Plan, feel free to contact us to discuss, by email to communityjusticeauthority@glasgow.gov.uk or by telephone on 0141 287 0916.

Events

Managing Risk and Reintegration – SASO 41st Annual Conference

Friday 19 November 2010
Dunblane Hydro Hotel, Dunblane

Can we tell who is dangerous, can we really assess risk and can we manage their reintegration into communities? Are those with mental illness properly identified and then managed appropriately?

Conference Chair: The Rt Hon Lord Gill, Lord Justice Clerk, QC, PhD, FRSE, FRSAMD

For more information go to:
www.sastudyoffending.org.uk

How Best Can We Deal Most Effectively with Community and Domestic Violence?

Wednesday 24 November
Royal Overseas League, Edinburgh

This CPPS seminar brings together key figures from across sectors in the important debate on how to tackle both community and domestic violence, meeting Government's aims and expectations at a time of major cuts in public expenditure.

For more information go to:
<http://www.cppseminars.org/site/dpb.asp?seminarID=311>.

Offender Employability and Learning: Meeting the Challenge in Challenging Times

12:30-16:30,
Tuesday 30 November
Glasgow City Chambers, George Square, Glasgow

Join colleagues from employability, adult learning, and literacies and criminal justice organisations to share information on offender learning and employability and discuss how to improve outcomes for offenders in Glasgow. There will be a keynote speech from Keith Brown MSP, Minister for Skills and Lifelong Learning, and inputs from a range of agencies including Glasgow Works, Glasgow Community Justice Authority, Glasgow Adult Learning Partnership. There will be stalls showcasing employability and learning work from across the city.

For more information email
communityjusticeauthority@glasgow.gov.uk or phone
0141 287 0916.

Unlocking potential – The Drummond Hunter Memorial Lecture

18:00-20:00,
Wednesday 1 December 2010
Howard League Scotland, RIAS,
15 Rutland Square, Edinburgh

This year's Drummond Hunter Memorial Lecture will be given by the acclaimed writer and Guardian columnist

Erwin James and Chaired by Lord Mackay of Drumadoon. Erwin James will talk about how the prison system fails us and how it could work effectively as a force.

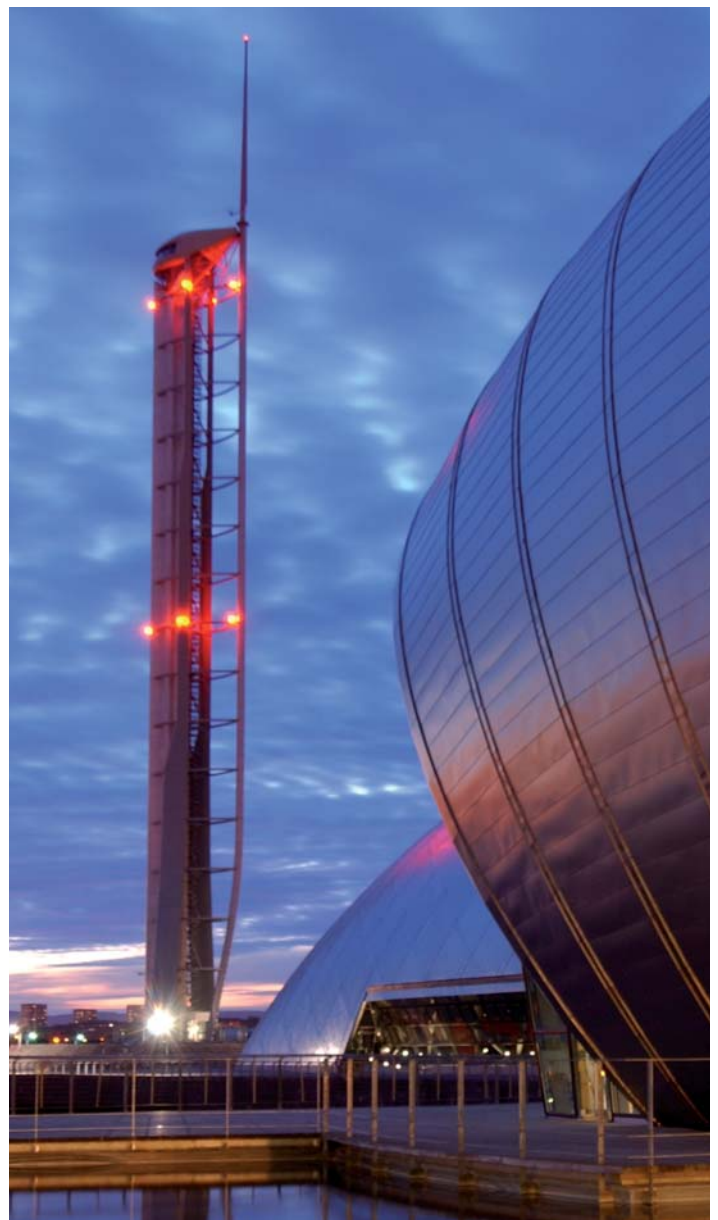
The event is free to attend but please register attendance by email to
admin@howardleaguescotland.org.uk .
For more information go to:
www.howardleaguescotland.org.uk

Serious Violent and Sexual Offenders in Scotland: The MacLean Report 10 years on

Monday 6 December 2010
Edinburgh

Ten years on from the publication of the MacLean Committee Report on Serious Violent and Sexual Offenders, this one day Mackay Hannah conference will consider if it has met its definition of reducing the risk to the public. There will be a keynote address from Frank Mulholland QC, Scotland's Solicitor General.

For more information go to:
<http://www.mackayhannah.com/upcoming-conferences/maclean-report/>



Creativity vs Criminality. Art Therapy in Prisons

Tuesday 7 December 2010

Howard League Scotland, Hawthornden Lecture Theatre, National Galleries of Scotland, Edinburgh

Lecture by Joyce Laing (artist, art therapist, formerly of the Special Unit. HMP Barlinnie 1973-1992 and founder of the Pittenweem Festival).

For further information go to

<http://www.howardleaguescotland.org.uk>

Publications

Gang Membership and Knife Carrying: Findings from the Edinburgh Study of Youth Transitions

Scottish Government

<http://www.scotland.gov.uk/Publications/2010/09/09115209/0>

Her Majesty's Chief Inspector of Prisons for Scotland – Annual Report 2009-10

Scottish Government

<http://www.scotland.gov.uk/Publications/2010/08/23132857/0>

Recorded Crime in Scotland 2009-10

Scottish Government

<http://www.scotland.gov.uk/Publications/2010/09/07084606/0>

Reconviction Rates in Scotland: 2006-07 and 2007-08 Offender Cohorts

Scottish Government

<http://www.scotland.gov.uk/Publications/2010/08/27112240/0>

Research for Recovery: A Review of the Drugs Evidence Base

Scottish Government

<http://www.scotland.gov.uk/Publications/2010/08/18112230/0>

Victims in the Criminal Justice System – Phase I

Scottish Government

<http://www.scotland.gov.uk/Publications/2010/10/08133638/0>

Criminal Justice in Glasgow says goodbye to three leaders



Bill McKinlay
OBE



Cath Smith



Raymund
McQuillan

Autumn 2010 will see the departure of three key figures in Criminal Justice in Glasgow.

Bill McKinlay OBE, Governor of HMP Barlinnie, has retired from the Scottish Prison Service after 40 years of service. In his time in SPS Bill chaired the UK National Standards Group for the development and introduction of Custodial Care Standards throughout the United Kingdom. Following on from his time as governor-in-charge at HM YOI Polmont he has worked to highlight the links between alcohol and violence and the damage caused to our communities by Scotland's 'booze and blades' culture.

October saw the departure of Cath Smith, Principal Officer, Criminal Justice Social Work. In her time in Criminal Justice Social Work Cath has overseen some of the most innovative developments in tackling the needs and behaviour of Glasgow's offenders, including Glasgow's Drug Court and the 218 Service for Women Offenders, bringing together a vast range of agencies and individuals to work together to reduce offending.

In early November, Raymund McQuillan, Head of Criminal Justice Social Work, will also be leaving. Raymund joined Criminal Justice Social Work in Glasgow at a time when the challenges faced by the service were increasing. During his time here Glasgow's performance has improved considerably, and the profile of the service has risen. Raymund has also acted as a national leader for criminal justice in his role on the ADSW standing committee, working with the Scottish Government to lay the groundwork for many of the new national developments in justice including the new Community Payback Order.

Bill, Cath and Raymund's considerable expertise, enthusiasm and commitment to criminal justice in Glasgow will be much missed – we wish them well in their future endeavours.

Urban Creations at HMP Barlinnie

Theatre Nemo, in partnership with the Scottish Prison Service, delivered an arts workshop in HMP Barlinnie during (month) 2010. This was followed by an exhibition of art and animation in the chapel at HMP Barlinnie. The event asked people attending to consider how participating in creative arts within the prison setting helps individuals move forward.

Theatre Nemo is an award winning campaigning theatre company and charity set up to give a voice to social issues, especially mental health. It carries out drama and art workshops in the community, hospitals and prisons.

The workshop started with prisoners developing an art map to encourage thought and conversation about themes raised through the process of exploring places and cities and life within them through visual art. The work was a catalyst for creative writing and the creation of animation. Through this project, Theatre Nemo helped prisoners develop a number of skills including:

- Communication Skills
- Concentration,
- Improving health and wellbeing,
- IT skills,
- Motivation and commitment,
- Problem solving,
- Reliability,
- Self esteem and confidence,
- Team working
- Time management

People who have taken part in Theatre Nemo workshops in the past have gone on to turn their lives around, stopping offending and moving into voluntary and paid employment.

For more information about Theatre Nemo visit the website www.theatrenemo.org or contact Isabel McCue on 0141 559 4941 or email isabel@theatrenemo.org



Artwork from Theatre Nemo's Urban Creations exhibition produced by prisoners in HMP Barlinnie. The artwork was used in our Area Plan for 2011-2014.

theatre nemo 
achieving good mental health and wellbeing for all

Andy

Being part of Theatre NEMO certainly helped me no end. It has had a dramatic effect on my life. It took away the monotony in prison and gave me something to look forward to... in the prison I used to keep things to myself. I would just get my medication and not speak to the nurses or doctors. It was therapy for me. I learned I was worth more than I thought I was. It gave me a perspective on life in general. I have stopped offending. It's three years since I left prison and I'm not going back. Before that, I had been inside 7 or 8 times. I am doing 4 days a week voluntary work. I'm not quite ready for full time employment but will be soon.

Robert

I was on anti-depressants when I went inside... I was pretty depressed and an officer told me about Theatre Nemo so I went along. It made things easier... I was talking to other folk and it got better the more you did things... I learned how to write a script for a play and it made me feel good as it all came together... I think the communication skills were a big help. It made me come out of myself and speak up more instead of holding things back, like I used to.

I started work in November and, because of what I had learned, I was much more confident when I went to the interview as I knew I could just be myself and wasn't as nervous as before.

I went to [addictions service] when I left prison and still see them occasionally. I also have a new house which is supported so I've got back up... The depression is better and I'm off the anti-depressants. I'm not just sitting around feeling I can't be bothered any more - I'm buying something new for my house each month and concentrating on the things I want to do in my life, not the alcohol.