



South Ayrshire Community Planning Partnership Board

Report by Service Lead – Policy, Performance and Community Planning, South Ayrshire Council to Community Planning Board Meeting of 26th October 2023

Subject: Local Outcomes Improvement Plan Annual Progress Report (2023)

1 Purpose of Report

- 1.1 The purpose of this report is to ask the Community Planning Board to consider the Local Outcomes Improvement Plan Annual Progress Report 2023 (appendix a) and approve its publication.

2 The Board is recommended to:

- 2.1 **approve the Local Outcomes Annual Progress Report 2023; and**
- 2.2 **note the extensive progress that has taken place within the five priority areas.**

3 Background

- 3.1 In October 2017 South Ayrshire Community Planning Partnership published the 'South Ayrshire Local Outcomes Improvement Plan' (LOIP) with two strategic themes of '**supporting older people to live in good health**' and '**closing the poverty-related outcomes gaps**'. This report was refreshed in 2019 with a further review in 2020 which amended the '*closing the poverty-related outcomes gap for children and young people*' to '*closing the poverty related outcomes gap*' to reflect families and the wider community. The strategic themes are now supported by five priority areas:

- **Support for people living with dementia and their carers;**
- **Reducing social isolation and loneliness;**
- **Improving outcomes for care experienced children and care leavers;**
- **Providing support for young people who are carers; and**
- **Employability and lifelong learning.**

4 Progress

- 4.1 This is the sixth annual progress report, which is required to be published by the Community Planning Partnership and is now in final draft form and is attached as appendix a. The report recognises continuing progress that has been made across all of our priority areas, highlighting the strength of collaboration and partnership working.

5 Next Steps

- 5.1 The LOIP annual progress report will be published online. Progress on LOIP priority areas will also be highlighted at our forthcoming community planning 'webinar series event' in November to showcase the work of South Ayrshire Community Planning Partnership.
- 5.2 As highlighted previously to the CP Board, work has begun to develop a new Local Outcomes Improvement Plan which will be presented to the CP Board in April 2024.



South Ayrshire
**COMMUNITY
PLANNING**
Partnership



**LOCAL OUTCOMES
IMPROVEMENT PLAN
(LOIP)**

ANNUAL PROGRESS REPORT

OCTOBER 2023



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Foreword

I am delighted to introduce this year's Local Outcome Improvement Plan (LOIP) annual progress report which provides details of all the great partnership working taking place across South Ayrshire and the collective progress being made by the Community Planning Partnership. We are moving towards the final year of reporting on our current plan and as this LOIP draws to a close next year, work is well underway to develop a new plan from April 2024 onwards.

Extensive progress has taken place over the past few years to build on our priority areas which has been captured in our annual reports. This highlights the strength of collaboration and partnership working, evidencing that individual agencies and services can't work in isolation to improve outcomes and reduce inequalities for people living within our communities.

I would therefore like to take this opportunity, on behalf of the Community Planning Board, to thank the dedication, time, commitment and contribution of everyone who has been involved in this plan since its approval in 2017 and I look forward to your continued support to embed our new LOIP. By continuing to work together, we will support our communities to grow, care and live a better life in South Ayrshire.



Councillor Julie Dettbarn
Chair of South Ayrshire Community
Planning Partnership



Introduction

Context

Reducing inequalities and improving outcomes for people in South Ayrshire is a key focus of South Ayrshire Community Planning Partnership (CPP).

The Community Empowerment (Scotland) Act 2015 has given CPPs a statutory purpose regarding public service reform at a local level. The Act requires CPPs to produce two types of plans which will provide information on how we can make improvements in our local areas – the Local Outcomes Improvement Plan (LOIP) and Locality Plan:

- The LOIP sets out a vision and focus based on agreed local priorities where through collaborative working with our community planning partners and local communities, we can work to reduce inequalities and improve outcomes in South Ayrshire.
- A locality plan is a plan to improve outcomes in that locality – in South Ayrshire locality plans will be progressed through the placemaking process and referred to as ‘local place plans’.

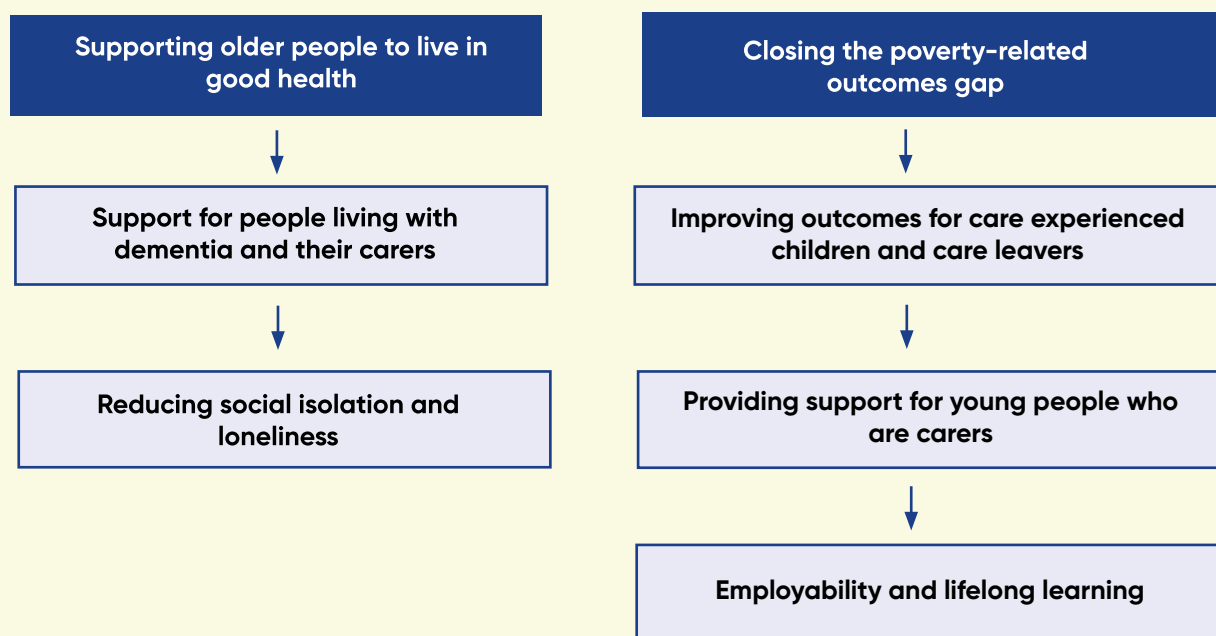
This annual report highlights the progress that has been made during the sixth year of our Local Outcomes Improvement Plan.





What have we achieved in the past year?

This sixth annual report reflects the wide-ranging work that has taken place to continue to support our two strategic themes and supporting five priorities sitting within our Local Outcomes Improvement Plan:



In November 2022, we again hosted a successful Webinar Series Event which took place over two weeks. The purpose of the purpose of the webinar series event was to again give our partners an opportunity to showcase their commitment of supporting our LOIP strategic themes/priorities and wider community planning outcomes. There were 12 seminars with 192 people attending the webinars over the 10-day period. Topics covered included:

Trauma Informed Practice	Champions For Change	Primary Care/ Pharmacy	It's good to walk!
Promising Times Ahead	Green Health	Thriving Communities	Young Carers
Shaping Places for Wellbeing	Information and Advice Hub	South Ayrshire Lifeline	South Ayrshire Violence Against Women Partnership

More detailed information can be found in appendix 1.



Supporting older people to live in good health

Work on supporting older people to live in good health continues to be led through the social isolation and loneliness strategy and dementia strategy. Both these strategies are supported by implementation plans which are monitored through the Health and Social Care Partnership. Reporting on the LOIP priorities also takes place via the Population Health Strategic Delivery Partnership.

What have we been doing

Reducing Social Isolation and Loneliness

COMMUNITY PLANNING PARTNERSHIP OUTCOME:	OBJECTIVES:
<ol style="list-style-type: none"> 1. People are prevented from becoming chronically socially isolated or experiencing loneliness 2. Those who have experienced social isolation and loneliness following one of the known 'triggers' are responded to appropriately 3. Those who have experienced chronic isolation and loneliness have their connections restored in order to prevent poor social or health outcomes 	<ul style="list-style-type: none"> • Promote kindness and self-care, raise awareness and reduce the stigma associated with social isolation and loneliness • Develop and promote the values of kindness and consider the barriers to kindness within our organisations and communities • Promote asset-based and place-based approaches • Raise awareness of local activities and services • Address inequality • Work to provide transport options which are accessible and affordable • Work to provide technological solutions which are suitable for the needs of older people • Develop a pathway from identification to reconnection • Promote service co-design and peer-led support • Provide support and reconnection to those who are chronically lonely



Social Isolation and Loneliness Strategy 2018-2027

A Health & Social Care Partnership strategy and implementation plan has been developed by the South Ayrshire Social Isolation Subgroup informed by current literature and wide consultation with our local communities. This nine-year strategy focuses on older people, reflecting the LOIP priority.

The first Implementation Plan for the Strategy covered the period 2018-2022 and there has been a recent updating of this Implementation Plan to form a new Implementation Plan for 2023-27. This takes into account new opportunities to support Social Isolation (such as our move towards Locality based working), changes in Community Planning arrangements, new funding sources and other realities such as the Cosy Space initiative to address the Cost of Living crisis. In addition, the work associated with the development of an Ageing Well Strategy and the associated Age Friendly Community outworking will also provide strategic contexts to embed social isolation into broader work.



Prevent:

Prevent people from becoming chronically socially isolated or experiencing loneliness (primary prevention)

There are two significant and linked areas which we would like to highlight:

- The work supported through the Scottish Government Mental Health and wellbeing monies distributed via Voluntary Action South Ayrshire - VASA (£337,058). The successful organisations that received a grant from this fund included: Ayr Housing Aid Centre SCIO, Ayrshire Tigers Powerchair Football, Community Gift Exchange, Colmonell Community Association, Community Wellbeing Hub, Girvan Community Garden, Glendoune Community Association, Harbour Ayrshire, HOPE Wellbeing Centre, MindfullyPresent CIC, Mossblown Matters, Christians Against Poverty (CAP) at Riverside Church, SISG, South Ayrshire Carers Centre, Vics in the Community and Yogable.
- These organisations represent a significant grass-roots based programme addressing community based mental health and wellbeing including the addressing of social isolation and loneliness. For example, the Hope Wellbeing project has established itself in premises in Ayr High Street offering a range of 1:1 and group services addressing mental health and wellbeing, for example, linked to bereavement support.
- The other significant area is the Cosy Spaces initiative led by VASA and supported by the HSCP and others. The groups who were allocated a Cosy Spaces grant were: Auld Kirk of Ayr, Ayr St Quivox Church, Ayrshire Housing, BRICC, Colmonell Community Association, Community Wellbeing Hub, Coylton Community Association, Girvan Community Garden, Girvan Town Team, Hope Wellbeing Centre, Kirkmichael Village Renaissance, Lochside Community Association, McCandlish Hall Straiton, Monkton Community Council, Mossblown Matters, New Life Christian Fellowship, Riverside Evangelical Church, Seagate Church, St Margaret's Cathedral and Symington Friendship Group.
- There are spaces throughout South Ayrshire offering warmth, hospitality and sometimes food, activities and other supports.
- In addition to the organisations that received funding from this source there are many other emerging Cosy Spaces and also Council spaces such as Libraries that have supported this programme.
- Both the wider Mental Health and Wellbeing funded projects and the Cosy Space projects will be subject to an evaluation led by VASA.

In addition, there are many very local projects that all 6 Locality Planning Partnerships (LPPs) have allocated some grant funding to that specifically address social isolation or where that is a strong component part. LPPs are responsible for ensuring the monitoring of these projects.



CASE STUDY **Cosy Spaces**

Group 1 – running a Cosy Space twice a week and seeing around 70 people come along per week, enjoying a lunch, a cuppa and a blether. A handful of support services are on hand to offer advice and guidance to attendees.

Group 2 – now established with around 25-30 people attending, getting a hot meal and an opportunity to chat or play games. A couple of the participants are now volunteers who have completed their Food Hygiene Certification. Others are taking on a more leadership role within the group and coming up with ideas for activities for the group.

Group 3 – seeing 20-30 people attending weekly. Individuals have come in to thank them for the work they are doing. They are seeing friendships being established and people say they have a reason to get out of the house. People who are struggling to heat their homes are popping in for a warm space and warm food at the weekend.

Group 4 – this group is predominantly for older people on their own and is the only social space in the village as there is no longer even a café. The group was formed and funded using a sponsor organisation on the application as they were not fully

constituted themselves. With the success of the Cosy Space the group felt confident enough to move forward to formalise, opening a bank account and creating a constitution with the help of VASA's Capacity Building Team.

Group 5 – an average of 40 people attending every week including families, older people and refugees. A home-cooked, two course meal is served up and volunteers are on hand to talk to anyone who is struggling, and they have referred a number of vulnerable people to other services for support.

Group 6 – a whole mix of age groups are attending this group – even some four-legged friends! A community walk has been organised for people of all abilities to take part in before they sit down for a cuppa and a breakfast roll at their Cosy Space. On wet days, the walkers and at least two dogs do circuits around the community hall.

Group 7 – the group offers to transport to and from the Cosy Space, allowing older people from some of the most isolated parts of South Ayrshire, and other with poor mobility, to enjoy a weekly get-together and some much needed company.

What our local communities are saying about Cosy Spaces:

“ I have lived here for years and never really knew anyone in the village very well. I've been coming to the Cosy Space for a few months and now I know more people than I ever have – I feel part of the community in a way I didn't before because now if I'm going to the shop people wave when they see me or stop to have a chat.”

'The Cosy Space at the hall has given me a reason to get out of the house every week and I so look forward to the company and the bledthers, instead of sitting by myself staring at four walls.'

'Sometimes it's not easy making friends as you get older but I have met two lovely women and we're hoping to arrange to have a wee day out in the summer.'

'The folk who run the Cosy Space listened to me when I was at a really low point and they put me in touch with services who were able to offer me more support.'

Respond:

Prevent people from developing social isolation or loneliness following one of the known triggers or transitions (secondary prevention)

Local services such as Community Link Practitioners and South Ayrshire Lifeline have continued to respond to loneliness and promote reconnection within communities. Additionally, Mental Health Practitioners within GP practices and CMHTEs are being encouraged to signpost individuals who are experiencing loneliness to community/third sector support.

There are 11 Mental Health Practitioners, 8 Community Link Practitioners and 6 Self Help Workers linked to GP Practices and localities that can direct and refer people to wider supports.

There is also a Community Connector within the Learning Disability services.

Social Work front-door teams are now signposting people with a range of lower-level demands to community based initiatives often tackling isolation.



Restore:

Prevent those who are chronically socially isolated or lonely from experiencing poor social or health outcomes (tertiary prevention)

Within more 'clinical' contexts, such as that concerned with frailty, there are many examples of our Occupational Therapists (OT) and OT Assistants linking older, frail people to initiatives that support their social context including loneliness.

The wider Team around the Practice includes nursing, OT, Physiotherapy, Pharmacy, Mental Health and Community Link Practitioners all of whom are picking up issues of chronic loneliness sometimes caused by a particular health condition and sometimes being the cause of more pronounced health issues.

There is now a useful infrastructure that is present within almost all of South Ayrshire that can respond to this kind of need. Whilst the Cosy Space initiative was a response to the Cost of Living/Fuel Cost crisis, in reality it has been a catalyst to create more local capacity that creates social connection and socialisation.

Through South Ayrshire Lifeline and through the locality-based working, there are now better pathways linking the presentation of SI in formal services to local community services.

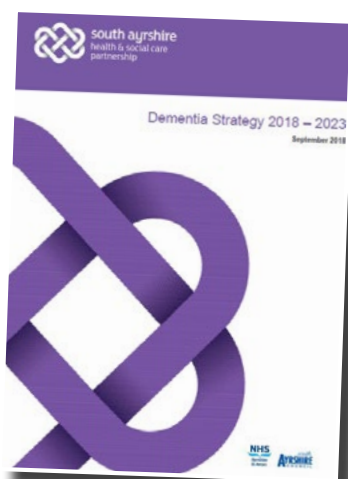




Support for people living with dementia and their carers

COMMUNITY PLANNING PARTNERSHIP OUTCOME:	OBJECTIVES:
People living with dementia and their carers live in a supported community.	<ol style="list-style-type: none"> 1. Promote good physical and mental health and wellbeing to delay the onset of dementia 2. Have access to appropriate and timely interventions for those with dementia and their carers 3. Design physical and social environments which support those with dementia 4. Protect vulnerable people from harm

Dementia Strategy 2018-2023



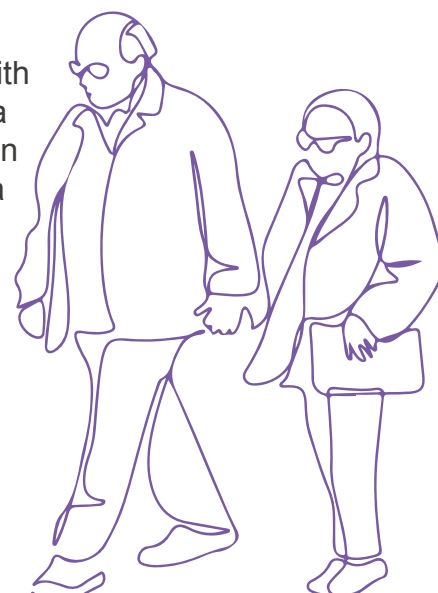
The [South Ayrshire Health and Social Care Partnership Dementia Strategy 2018- 2023](#). The strategy sets out:

- an ambitious program to support people living with dementia and their carers; and
- how the HSCP provides formal services for people who have been diagnosed with dementia and their carers (also in the Adult Carers Strategy).

In addition, a key section is concerned with developing South Ayrshire as a 'dementia friendly' place. This sets out activity within localities and related work carried out in a more thematic way which is a key priority

within this LOIP. It also sets out activities supported by commissioned services such as Alzheimer Scotland, Crossroads, South Ayrshire Dementia Support Association and South Ayrshire Carers Centre.

Work has continued to take place to develop South Ayrshire Dementia Friendly (DF) initiatives. Much of this work is led through locality-based dementia friendly work led by our dementia friendly communities of Troon & Villages, Prestwick, Ayr, North Carrick and South Carrick.



Dementia Friendly Communities

Troon

Dementia Friendly Troon is active in a variety of ways including:



- Relaxed golf at Royal Troon golf course;
- Dementia Friendly Allotment work at Fullarton Woods;
- Life Changes Trust funding diverted to work on Italian Gardens and heritage boards of 'old Troon';
- Training for businesses has been ongoing for the last 4 years;
- As part of the Global Aging Conference, Glasgow this September – some members of this conference will come along and play golf at Royal Troon & Portland courses.

Prestwick



Dementia Friendly Prestwick (DFP) is very active and has supported the continuation of the following activities:

- Dementia Friendly Walks
- Bags of Support
- Meeting Centre

During the lockdown period, DFP secured funds, earmarked staff for recruitment and completed training courses to enable a Meeting Centre to open in Prestwick - a social club for people with early to moderate dementia and their families/carers. The club opened in June 2022, with funding from Life Changes Trust, the Communities Renewal Fund, and Voluntary Action South Ayrshire.

Meeting Centres provide evidence-based support and a safe place where people with dementia (members), their families and carers, can adapt to living with dementia. A diagnosis of dementia is likely to be a difficult time for someone, and for their loved ones. The Meeting Centre provides a safety net to catch and support people following a diagnosis, including peer support and respite periods for carers. With a prominent location in the town - the RAFA Club, by the seafront – the Centre can support people before a diagnosis and signpost to appropriate agencies. People can drop in and talk to staff and volunteers, and be provided with other relevant information re supports.

People are supported to do familiar fun things as well as get effective advice and peer support in a relaxed atmosphere. All sessions are built around the interests and skills of the people who attend, and they are fully involved in shaping what happens in and around the Meeting Centre.



Maybole

Dementia Friendly North Carrick an initiative to encourage local communities and businesses to create an environment where people with dementia are understood, respected and supported.

The North Carrick Dementia Friendly Community Choir meets monthly and everyone is welcome, especially those living with dementia or other conditions and their families, friends or carers.



Girvan and South Carrick

This work forms part of a wider set of work for the Girvan and South Carrick area - Making Girvan and South Carrick Safer, Friendlier and Healthier for all.

Girvan Town Team with funding from Coastal Communities Fund carried out the following:-

- Dementia coloured benches x 10 at Ainsley Park. In a cluster formation to encourage conversation and interaction.
- Picnic benches x 2 which are wheelchair accessible at the Promenade.

Girvan Town Team with funding from the Community Led Lottery Fund carried out the following:-

- Beach accessible wheelchairs, beach walker and hoist.
- Support provided to the Boost Group to encourage healthy eating and exercise.
- Support provided to Z1 and Glendoune to support their Easter projects to encourage youth activities and community cohesion.

Girvan Town Team in partnership with Locality Planning Partnership and SAC carried out the following:-

- 14 defibrillators in the Town.
- Community awareness and training programmes being planned under LPP.
- Improved disability access from the Promenade to the Beach.
- Input to the Mentally Healthy Communities Action Plan.
- War Memorial benches and refurbishment of picnic tables to allow public access to events on Stair Park.
- Outdoor fitness equipment at the Promenade.

Wider Community Services



AYR UNITED FOOTBALL ACADEMY

Ayr United Football Academy leads on Football Memories sessions. They meet monthly in the new Ayr United Hub space. These are hugely well-supported and include participants from Care Homes. The sessions involve guests or focusing on a theme such as Scottish Goalkeepers, the Busby Babes, Scottish Refereeing.

Football Memories – Ayr United Football Academy (aufa.org.uk)

Our Football Memories programme is run in partnership with Alzheimer Scotland and provides an opportunity for anyone living with Dementia or any difficulties with their memories to reminisce about various topics relating football in Scotland and ranging to football in general throughout the world in years gone by.

During the event, there is a ‘half-time’ break where pies, biscuits and refreshments are provided, and this gives everyone a chance to chat and have some good banter with others in attendance.

These events are hosted in Cameron’s Bar inside The Somerset Hub at Ayr United’s Stadium, Somerset Park.

Are you or someone you know living with dementia or having memory problems?

You are more than welcome to come along and attend our Football Memories events every month with our welcoming and relaxing atmosphere as we are helping to ensure that nobody needs to suffer from dementia alone.

Alzheimer Scotland

Alzheimer Scotland has a range of positive activities in place to support people living with dementia including drop-ins, Dementia Walks, Nurture with Nature sessions, Coffee and Chat Sessions, Music and Arts and many more. Their Community Groups are there to be enjoyed by anyone living with or experiencing difficulties with their memory, including families and friends.

What's On

Alzheimer Scotland
Action on Dementia

**South Ayrshire
Activities & Events in May 2023**

Covid guidance

Please do not attend our groups if you are feeling unwell.

Any of our In Person groups may be cancelled at short notice if the Government guidelines change or if staff members need to self-isolate.

Our Community Groups are there to be enjoyed by anyone living with dementia or experiencing difficulties with their memory, including their families and friends. All are welcome; people who can attend independently and/or, for those unable to do so should come with a companion who can provide any support for them. We are unable to transport for these groups and therefore it is your responsibility to get to and from this community activity, safely. Please speak to us, so we can support you to explore other transport options.

Alzheimer Scotland
Action on Dementia

**South Ayrshire
Nurture Through
Nature**

Gathering in the beautiful grounds of Auchincruive and facilitated by qualified outdoor instructors we will spend time together engaging with nature and each other. With activities such as wildlife surveys, wood carving, nature ID, wild food gathering, wild tea tasting and nature crafting.

Come and have fun together, destress through the therapeutic benefits of nature and learn new skills and hobbies or rediscover old ones- we can't wait to welcome you!

When? The 3rd Wed of the month 11:00am-12:30pm

Where? The nearest postcode is KA6 5AE. From Whittlets Roundabout drive along the B743 towards Mosblown, turn right at the second turning into Auchincruive Estate located about 2 miles past the sign for MCD Timbers (avoid the first turning into the estate saying 'Allanvale Auchincruive Estate' as there will be a barrier up within the estate). As you enter via the Nellies Gate Entrance off B743 your car park is signposted after 100metres 'Garden Lecture Rooms' on the left. There is disabled parking if you continue down the hill, outside the River garden cafe.

Cost? A suggested donation of £5 per person would be appreciated

Additional info

Please come dressed appropriately for the weather with sturdy footwear.

Our support and activities are only possible thanks to the donations we gratefully receive.

To support Alzheimer Scotland South Ayrshire please consider donating via our JustGiving page:
<https://www.justgiving.com/fundraising/alzheimer-scotland-south-ayrshire>

The Sport and Leisure programmes delivered by the Health and Fitness Team within South Ayrshire Council provides many activities for older people to maintain or improve their health and physical activities. Classes are available throughout South Ayrshire.



How Do I Become Involved?

For people with cardiac, stroke or complex medical history a health professional can refer you by completing an Exercise Referral form eg GP, Specialist Physiotherapist. The form is then emailed or posted to the South Ayrshire Council Health & Fitness Team and a member of the Team will give you a call and invite you to an assessment prior to joining a class.

If you do not have any of the medical history shown above you can self refer or be referred through a voucher scheme by a health or social care professional e.g. doctor, practice nurse, physiotherapist, community link practitioner. To make an appointment, or for more information call the contact telephone number below. You will be invited to come along for an assessment prior to joining a class.

Health and Fitness Team

E: activityfo@health@south-ayrshire.gov.uk
W: www.south-ayrshire.gov.uk/leisure
T: 01292 269793

Invigor8
Falls prevention and balance programme

HARP
Activities for people with health conditions

Activity for Health
Exercise and activities to improve health

Weigh to Go
Healthy weight programme

Invigor8

Exercise classes designed for those 60 and over to improve mobility, strength and balance and help reduce the risk of falls. Classes are led by highly trained and experienced South Ayrshire Council, Health and Fitness instructors. Invigor8 is suitable for people feeling fearful of falls, feeling unstable on their feet, who have had a previous fall or with osteoporosis.

Help build and maintain 8 core components:

- Balance
- Strength
- Flexibility
- Endurance
- Floor work Getting down to the floor and back up
- Adapted Tai Chi
- Confidence building

Health Walks

Come and join the weekly coastal, river and local town walks. Everyone welcome and all walks are free.

HARP

Working in conjunction with NHS colleagues, the programme assists people with heart, stroke, cancer, lung or diabetic medical history to become more active and join classes, gym or swim.

Classes are led by highly trained and experienced South Ayrshire Council, Health and Fitness instructors.

Weigh To Go

Are you interested in improving your health and losing weight? A programme to manage your weight that includes:

- Exercise sessions (1hr)
- Education sessions (45mins)
- Health checks
- Weigh-ins
- Ongoing support continues for up to one year and will equip you with the tools to maintain a healthy weight

Activity for Health

Working in conjunction with NHS colleagues, the programme assists people to become more active and promotes the benefits of an active lifestyle.

CASE STUDY South Ayrshire Sport & Leisure

Elsie has attended the health classes for many years and her husband has been diagnosed with dementia. John is very fit and has always participated in exercise.

He is finding it more difficult to attend activities on his own and so he has joined the health class with his wife and is now an integral part of the class. As John has a good fitness level he is motivating the class to improve or maintain their fitness. Elsie knows that is he is exercising in a safe environment and doing what he does best, keeping active. The friendly, happy and fun environment not only supports the couple but the couple support the rest of the class.

Elsie and John also attend the gym and as John now knows the layout of equipment and the staff Elsie and John can exercise separately. They also attend a swim session as this is John's favourite activity.

The poolside staff know the couple well and at the end of the session Edith leaves 5 mins early to get dressed while the staff chat to John and make sure he is safe.

Elsie said 'we really enjoy the activities. It gets us out the house and John always enjoys coming to the classes and activities. It lets me out to meet people. You can feel isolated when you are at home'.



Mainstream Service response re Dementia

The Older People's Community Mental Health Team (CMHTE) has continued to support people living with Dementia from Diagnosis, Post Diagnostic Support and longer-term support.

An integral part of Post Diagnostic is Cognitive Stimulation (CST) Groups which are facilitated by CMHTE throughout South Ayrshire. These groups are research based and are seen as one of the few psychological based therapies which are of benefit to people with a dementia diagnosis. All those within South CMHTE that are diagnosed with dementia are offered a place on the groups. The groups are facilitated by CMHTE staff trained in CST. The groups are in two parts – CST Main Group - 14 weeks, followed by CST Maintenance Groups – 28 weeks. There are in all 6 groups a week. These are the only CST Groups in Ayrshire. Therefore, all those who take up this option receive 42 weeks CST input. The feedback

from both patients and carers is that it is of huge benefit.

All those with a new diagnosis are offered Post Diagnostic Support for a year. This includes CST, sign posting to other agencies such as Alzheimer Scotland whom the team work closely with. In March the team recommenced their Memory Café in Troon in conjunction with Alzheimer Scotland. This is monthly, and it is hoped we will be able to facilitate other Cafes in other areas later this year.

Within CMHTE there are Nursing Home Liaison Nurses who provide support and review of those in Care Homes who have mental health issues, including dementia. There are also Additional Support Nursing Home Liaison Nurses who are able to provide intense support to those with mental health issues as well as additional support to staff. This includes stress and distress training using a bio psychosocial model.



Closing the poverty related outcomes gap



Action on improving outcomes for care experienced children and care leavers, and young people who are carers, continues to be led through the work of the South Ayrshire’s Corporate Parenting Executive Group, Champions Board, Young Carers Implementation Group, and the overarching Children’s Services plan – all of which report to the Children’s Services Planning Partnership which is a Strategic Delivery Partnership of South Ayrshire Community Planning Partnership. Our priority of employability and lifelong learning is led through our Employability and Lifelong Learning Partnership which reports to our Financial Inclusion Strategic Delivery Partnership.

Children's Services Plan 2020 to 2023

[The Children’s Services Plan](#) is designed for young people –it shows how young people will be treated in South Ayrshire.

What the plan means for a young person:

- Giving a young person the best start in life – making South Ayrshire the best place to grow up;
- A young person will be treated equally no matter their background;
- Children and young people who are looked after or leaving care will be supported to be the best they can be;
- Opportunities to be healthy... both mentally and physically; and
- A young person’s voice will be heard

Further information on the progress of the Children’s Services plan can be found by visiting [here](#)

Work is now taking place to develop the next Children’s Service’s Plan for 2023-2026.

South Ayrshire COMMUNITY PLANNING Partnership

CHILDREN'S SERVICES PLAN 2020/23

Our Shared Vision: Closing the Gap and Achieving Potential

“ All children and young people in South Ayrshire deserve the chance to reach their full potential. We will support those who start at a disadvantage and remove barriers for those who are struggling, we will stretch the most able and protect and nurture all children, especially the most vulnerable. Our aim is to reduce inequalities in outcomes for children and young people, in particular, to close the gaps in outcomes related to deprivation so that all can achieve their potential. ”

Our High Level Priorities:

- 1. Outstanding Universal Provision**
Ensure our children get the best start in life; South Ayrshire is the best place to grow up; and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors.
- 2. Tackling Inequalities**
Reduce the gap in outcomes between the most and least deprived children and young people in South Ayrshire.
- 3. Love and Support for our Care Experienced Young People and Young Carers**
Ensure children and young people who are care experienced or young carers are loved and supported to improve their life experiences and life chances.
- 4. Good Physical and Mental Health and Wellbeing**
Ensure all children and young people are supported to achieve and maintain good physical and mental health and wellbeing.
- 5. Promoting Children's Rights**
Work to ensure we are delivering on the provisions of the United Nations Conventions on the Rights of the Child (UNCRC) as incorporated into Scots Law.

What have we been doing

Improving outcomes for care experienced children and care leavers

COMMUNITY PLANNING PARTNERSHIP OUTCOME:	OBJECTIVES:
<p>We want to improve outcomes for young people who are care experienced and are care leavers</p>	<ol style="list-style-type: none"> 1. Ensure that care experienced young people benefit from involvement in Champions Boards leading to improved outcomes 2. Work with our CPP partner organisations to strengthen their commitment, knowledge, skills and capacity and increase their understanding of their corporate parenting duties 3. Policy and practice will become more responsive to Care Experienced Young People 4. Ensure that public awareness and attitudes become increasing positive towards Care Experienced Young People 5. Ensure that care experienced young people are aware of their rights and entitlements: <ul style="list-style-type: none"> • Corporate Parenting Plan Strategic Outcome – Upholding and promoting children’s rights • Action 8 - Support care experienced young people to participate in local activities with other young people and peer groups. • Action 13 - Ensure that advocacy support is considered for young people in care and leaving care in the new Strategic Advocacy Plan.

Ensure that care experienced young people benefit from involvement in Champions Boards leading to improved outcomes

“ Hundreds of care experienced young people have found a voice through their participation in champions Boards and know they have influenced decision making in areas of real importance to them” (Scottish Government)

Champions Boards build the capacity of young people with care experience to influence change, empower them by showing confidence in their abilities and potential, and give them the platform to flourish and grow



Scottish Government Corporate Parenting Annual Report



In South Ayrshire, our Champions Board network has grown year on year and now currently supports the participation of 73 young children and young people 8 – 26 years. In total 126 groupwork sessions took place between 1st April 2022 – 31st March 2023 these groups were a mixture of weekly school-based group sessions and community-based evening groups.

Young people continue to be involved in the programming of groups building skills consolidating relationships at times volunteering, skill sharing and buddying other new members. The average age of young people participating in Champions Board activity is 15 years key themes emerging over the course of 2022-23 include.

- Access to support when its most needed.
- Relationships with key adults across services
- Lots of professional in children's lives and difficulties this can cause.
- Managing relationships with peers
- Ongoing contact with important people

In 2022 the Champs Team delivered 2 residentials involving 28 young people. One took place at Dumfries House over 3 days in April 2022 and one at Dolphin House Culzean September 2022. The young people who took part varied in age from 7- 19 years and the focus of both residentials was community and identity. The team also supported young people to take part in a South Ayrshire wide youth voice residential.

The Champions Board continue to support young people with care experience to design and steer an Individual Small Grants programme for care experienced young people across South Ayrshire and in 2023 have distributed £35,000 to over 100 young people with care experience aged 14-26 years. Indicating a growth of 180% in young people receiving a small grants payment since phase 1 of small grants in 2019 <https://hscp.south-ayrshire.gov.uk/ShineEvenBrighter>



One Champs Team member with care experience continues to sit on South Ayrshire's Fostering and Adoption Panel as part of their Participation Assistant role. The Champions Board has supported people with lived experience of the permanency process as children and as parents to support the delivery of permanency training to social work staff.

Participation Assistants have used their care experience to design and deliver Promise presentations and workshops to over 1000 members of South Ayrshires workforce and commissioned services.

The team continue to use their lived experience of care to promote positive relationships with key corporate parents and decision makers

across South Ayrshire through Facebook live chats facilitated by champions board team members <https://fb.watch/lrGmHJDjwd/>

The Champions Board continues to support care experienced young people from South Ayrshire to link in with national initiatives such as care experience week and care day, delivering local activities and supporting young people to contribute to national activity.

Quarterly Champs Board meetings with Key strategic leaders have been re-established. These meetings provide an opportunity to place the experience and aspirations of care experienced young people at the centre of decision-making by voicing the challenges that care experience can bring and how these can

“

'It [the champions Board] has helped me I wouldn't speak to anybody before'

'I think it [the champions Board] helps you to feel you belong'

'I didn't talk about my son before I joined the champs team, I didn't have anywhere to speak about him – now I do'

'I love the Champions Board it's my group they listen to me and care about me'

'I only come into the school on the day the champs group is on'

'Because of what I learned from the summer filming it helped me to choose a course at university to aim for – I don't think I would have thought about university or stayed there if it wasn't for the Champions board – they also helped me with funding and support at university to get help with accommodation'

'You helped me to make friends'

'its all about confidence they [the champions Board] give me that'

”



Taylor and Chloe, Participation Assistants, use their lived experience of care to support young people and influence change through South Ayrshires Champions Boards

Work with our CPP partner organisations to strengthen their commitment, knowledge, skills and capacity and increase their understanding of their corporate parenting duties.

“

'I believe the best corporate parents are those who hold love at the front of their hearts. You must be a caring and kind individual, who is also determined to fight and make positive change for young people in this world. Most importantly you must be selfless and caring, and care for them as if they were your own child. The best corporate parent, is a kind one.'

Faith aged 19 (extract from South Ayrshires Parenting Promise: Page 7)

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1,137

of South Ayrshire's workforce have taken part in locally delivered Promise sessions and a dedicated resource has been set up to allow access to promise resources <https://hscp.south-ayrshire.gov.uk/ParentingPromiseResources>

Two Promising Times Ahead events were held over the last year. On 9th December 2022, a group of 68 practitioners from across South Ayrshire Council and commissioned services gathered to hear stories of those with lived experience of care and reflect on the implementation of the Promise into practice across South Ayrshire.



To celebrate care day on 16th February 2023 100 practitioners gathered to hear from local young people and practitioners in other parts of Scotland and explore how to use care-based language in practice.

Policy and practice will become more responsive to care experienced young people.

South Ayrshires Corporate Parenting review has reflected increased opportunities for care experienced young people across South Ayrshire. South Ayrshires new corporate parenting plan (parenting promise) included young people with lived experience in the writing group alongside Corporate Parents. Short animations on the Parenting Promise have been produced. These were developed in response to requests from young people to make the document more accessible and interesting. The Parenting Promise Action Plan contains our 10 South Ayrshire Promise improvement areas 2021-24 with thirty-two associated actions. With the help of South Ayrshires Change Team we have been able to further identify 48 benefits (measurable improvements) which allows us to measure the impact of our promise activity. The process of benefit tracking allows us to clearly identify how each benefit will be measured, as well as the

data and collection method required to do so.

During Phase 1 the project delivered in line with the project plan. All key milestones were tracked and reported in line with individual plans for the 10 improvement actions. Some of the key areas addressed in this first phase of change include:

- Awareness raising around The Promise;
- Collecting data that is relevant, reflects what's important to children and their families and is used to help us improve;
- Using language that is care-based;
- Establishing a rights-based approach to practice that offers support for whole families;
- Broadening our understanding of risk; and
- Ensuring trauma informed and nurture approaches are standard practice across all our services.

Communities that Care - A supportive School Structure

In December 2022 South Ayrshire H&SCP & Education Services were successful in securing £229,937 from the Promise Partnership Fund to collaborate with the wider school community to support the co-production of a tailored curriculum offer with children and young people with care experience. Research is currently being undertaken with young people, their families and the wider school community. The views and experiences of young people and their families are central to designing the posts established in phase 2 of this bid.



Embedding Language that Cares into practice

55 young people care experience told us that they wanted the name LAC review to change. 43 responded to a questionnaire (January-March 2023) and 12 young people took part in a focus group. They told us their preference was to change LAC reviews to [name of young person's] meeting. For example, 'Jacks Meeting'

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'It is my meeting anyway I prefer people to use my name' (Jamie)

'Can we just make it more about the person' (Alex)

'I hate LAC it's horrible just another label really' (Demi)

'The word review is so triggering for me that I now can't take part in anything with the name review. If you haven't experienced this, it must be really hard to understand but trust me the name is so important' (Taylor)

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The Table below shows the terminology before and after the changes suggested by young people.

Previous name	New name
Initial LAC (ILAC)	Jacks First Meeting
LAC Review	Jacks Meeting
Substantive LAC (S-LAC)	Jacks Next Steps Meeting

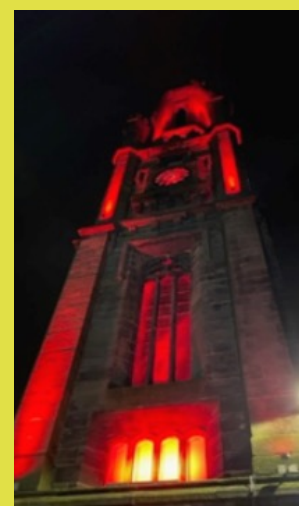
Ensure that public awareness and attitudes become increasing positive towards Care Experienced Young People

Celebrating key dates in Scotland's national care family calendar is important to raising public awareness of care experience. Care experience week 2022 was co-produced with young people with care experience and delivered a range of activities including an event in partnership with Ayrshire College which was attended by sixty-four young people with care experience. The Champs Team also staged a 'temporary takeover' of SAHSCP comms and social media platforms to raise awareness of care. In December 2022 Promising Times Ahead Event took place in Ayr Town Hall.

In February 2023 care day celebrations focused on reframing the language used around care highlighting promise activity this event was held in partnership with south

Ayrshire Health and Social Care Partnership Learning and Development Team 100 people from across a range of services took part in the event. Members of the Champs Team also took part in the national Carelidh 2023 in Edinburgh.

One of the most moving tributes on Care Day 2023 was the image of the Wallace Tower in Ayr's High Street lit red to celebrate South Ayrshire Councils love for and commitment to our care experienced infants, children and young people.



Ensure that care experienced young people are aware of their rights and entitlements

Advocacy for young people with care experience, those attending Childrens hearings or who are part of the child protection process is delivered by two commissioned services these are Who Cares? Scotland and Barnardos Hear 4.

South Ayrshires advocacy provision for children and young people with care experience is monitored through the SAHSCP commissioning framework with quarterly progress reports provided. In addition, all young people currently looked after aged 5 years and over who have an upcoming Childrens Hearing or Looked After Review are now offered advocacy support. This happens through monthly meetings between both advocacy providers and the Corporate Parenting Lead Officer. The process is reviewed on a six-monthly basis with South Ayrshires Quality Assurance Reviewing Officers and the Service Manager

for Childrens Health Care and Justice Services.

South Ayrshire Champions Board conducted consultation with young people who use advocacy across South Ayrshire to inform service delivery going forward. The young people who took part spoke of the relationship they have with their advocate. While this relationship often centred around the advocacy task young people told us that they felt that their advocate was a support for them in everyday life beyond any formal meetings. Young people valued the length of relationship they'd had with their advocate and there was sense that this relationship 'stayed' with the young people we spoke to irrespective of how many times they moved in care or where they moved to. This felt unusual to young people, and they saw this as a huge positive in their life:

'She would phone me, or I'd phone her, and we'd speak about things like how I was feeling, she helped me a lot, she helped me get more confident at talking in meetings and it made me feel better'.

'There was a time where I was feeling quite worried and she suggested we make a worry box of things that help keep me calm and feel safe, this helped a lot'

'Advocacy's not just about meetings like reviews and hearings it's about helping me make good decisions in my everyday life. I'd still be in sticky situations if I didn't have [name of advocate] to help me'

All school-based trackers for care experienced young people now track participation opportunities for young people within and outside of school.



Thriving Communities offer Modern Apprenticeships, at a variety of SCQF levels, to young people aged 16 to 19 or up to the age of 29 for care experienced young people.

We are committed to providing opportunities for all and closing the equality gap. To support this, we are committed to 'ring-fencing' Modern Apprenticeships opportunities for young people who are care experienced and are being supported by Thriving Communities to access a range of MA opportunities. During 2022/23 12.7% of SAC Modern Apprentices were care experienced (national average 2%)

Providing Support For Young People Who Are Carers



COMMUNITY PLANNING PARTNERSHIP OUTCOME:	OBJECTIVES:
<p>Young carers are living in a supported community.</p>	<ol style="list-style-type: none"> 1. Work with education, health and social care and other CP partners to ensure that young carers are supported in line with GIRFEC and the Carers (Scotland) Act 2016 2. Ensure that our Young Carers are Safe, Healthy, Active, Nurtured, Achieving, Respected, Responsible & Included 3. Ensure that all our Young Carers are: <ul style="list-style-type: none"> • Recognised and identified • Valued and feel involved • Supported to manage their caring role • Provided with information, advice and training opportunities • Able to have a life alongside caring

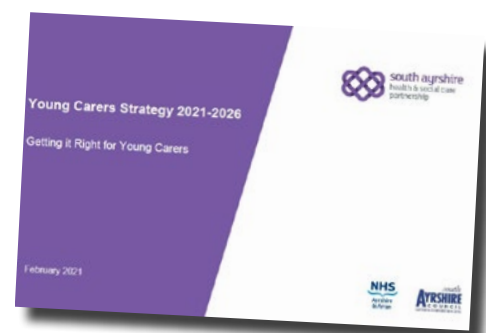
The Young Carers Strategy covers the period 2021 to 2026. This Strategy sets out our local response to the statutory duties (responsibilities) of the Carers (Scotland) Act 2016 - which is a law that says what support must be given to carers, including young carers. South Ayrshire Health and Social Care Partnership has responsibility for delivering that support on behalf of South Ayrshire Council and NHS Ayrshire and Arran. In this Strategy, we explain what it means to be a young carer and outline our plans to raise awareness, recognise and support young carers over the next five years. We will show how we will maintain our progress and make improvements in areas where changes need to be made.

Our approach to supporting young carers is aligned to the Getting it Right for Every Child (GIRFEC) framework, which promote and protect young people’s health and wellbeing. We have developed our strategic themes around the eight GIRFEC well-being

indicators – Safe, Healthy, Active, Nurtured, Achieving, Respected, Responsible, Included (SHANARRI). As a working document, it is vital that young carers are fully involved in the implementation of this Strategy. Progress will be monitored and reported, and the strategy will be reviewed regularly during its lifetime.

The Young Carers Strategy Implementation Group is responsible for delivering and reporting on all the actions within

the Strategy. Membership has been expanded to cover the breadth and scope of young carer involvement with other services and organisations. The Strategy is also endorsed through the South Ayrshire Community Planning Partnership.



Raising the profile of Young Carers

We have prioritised raising awareness of young carers across South Ayrshire this year and have seen the impact, with our number of identified young carers rise from 114 in August 2022 to 378 in August 2023.



YOUNG CARERS SHORT FILM – THE WEEKEND

Young carers awareness raising sessions in schools had not taken place since before Covid-19

restrictions. We required a resource to reach all secondary aged young people consistently and chose to work with young carers to create a short awareness raising film. This project utilised existing local partnerships which allowed multiagency practitioners to contribute their skills and expertise to enhance young peoples' experience. All staff working on the project had lived experience of being a young carer which was invaluable.

to them and affected them, sharing thoughts, experiences, and feelings. The young people learned how to express and share in a safe environment and had the courage to open up about real issues as the project progressed. This, in turn, led to the development of a realistic storyline. The young carers learned how to research a story, build a storyboard and devise a piece of dramatic fiction based on this.



Staff were able to share their own experiences which helped the young people feel safe and comfortable to share their experiences.

This project was completely led by our young people who bravely shared their own experiences and feelings, then learned how to capture these in story form and convey in film. It provided a very young person-centred access to education which was very contextual, practical and inclusive of personal choice and decision making. This ensured the film was true to life for the young people in South Ayrshire and across Scotland. We spent initial sessions discussing issues that mattered



The group learned to develop and produce a film practically, using professional film making equipment. They learned and used practical film-making skills such as camera operating, directing, lighting, sound, and props. They also learned how to act for camera by recognising what skills they had within them, and how to build on those skills to deliver a performance.



The project culminated in a night of celebration of the young people's achievements, **A Night at the Oscars**, which provided a local platform to raise the profile of young carers. The young carers involved in the project participated in a Question & Answer session. The event was attended by almost 300 people, including the Chief Executive, Elected Members, Police

Scotland, colleagues from the Council, Health & Social Care Partnership, Health, 3rd Sector services, and members of the public. The event was also featured in local press in print and online. Twitter coverage can be found using the hashtag [#SAYCMovie](#).

their access to high quality and transformative educational experiences in a setting that was non-threatening and conducive to each young person's positive involvement. The group became a remarkably close, supportive unit and they were all very aware of the wellbeing and emotional needs of each other. They have remained close friends, providing peer support from people who are in the same, or similar, situations to them. Young people have identified talent and passion for film making. We are working with our Youth Work colleagues and The Iris to identify opportunities for them to develop the skills they have gained. The young people involved in the project achieved a Dynamic Youth Award (equivalent to a National 4 award).



Since the launch night, A Night at the Oscars, the young people involved in this project have been delivering awareness raising sessions to a range of partners, including South Ayrshire Child Protection Committee and Police Scotland, and, most recently, planned and presented a further event showcasing their film. Their confidence and self-belief have increased beyond measure and they are so proud to share their own personal experiences to help others.

Impact on young people

Through the use of the film production, it provided a unique and memorable opportunity for these young people to see what success looked like for them and an opportunity to show their positive achievements to others, including an audience of adults and their peers. The project connected young people to their community, stimulated their creativity and used modern innovations and technology to increase

The young people have created a legacy with this short film which will allow us to support young people in this situation for years to come, as well as raise awareness and understanding with practitioners and other organisations.



Impact of the film

Previously, we relied on in-person awareness raising sessions which were sporadic and inconsistent. By creating this film and accompanying workshop, we can provide a coherent and complete experience for all young people across South Ayrshire in a range of settings – not just within education.

We recognised that the film may help young people identify as young carers who are supporting someone due to problematic substance use, and that they may need specialist support because of this, so we have partnered with Barnardos Approach team to deliver joint roadshows to all secondary pupils in South Ayrshire. This means all secondary aged pupils across the authority will have the same input and experience. Already, numbers of known young carers across schools in South Ayrshire have tripled, meaning these young carers are getting the support to ensure they have the same, or similar, outcomes to their peers who are not caring. It is being utilised with an accompanying workshop for youth workers, uniformed groups, and 3rd sector organisations to reach as many young people as possible and ensure that the message is reaching our young people in an environment that resonates with them and they feel comfortable in.

This film is a powerful resource for practitioners and gives a real-life insight into the life of a young carer, which is vital to allow practitioners to support young people and deepen understanding of their circumstances. It has been used in awareness raising sessions for practitioners in a multitude of settings, including Education, Social Work, Police, Youth Work, Health, 3rd Sector, and the voluntary sector. Young carers have been delivering awareness raising sessions themselves to a range of partners – introducing the film, talking about their experiences of caring, discussing their experiences of the film project, and answering any questions.

The film has been included in a CPD approved module developed by Education Scotland and Carers Trust Scotland.

We are now working with primary aged young carers to create a short film which is suitable

for their age and stage. This will be shared with all primary aged children across South Ayrshire to raise awareness, allow for self-identification and improve peer understanding. Previously, no awareness raising activities have taken place in primary school. This will provide a great opportunity for earlier intervention and support for our young carers. Young people who worked on The Weekend will be peer mentors for the primary aged young carers creating the movie, creating an informal advocacy provision and building trusting relationships across age ranges with young people who have an understanding of each other's lived experiences.

“ Comments

Maree Todd MSP (Minister for Social Care, Mental Wellbeing & Sport) stated, 'Empowering young carers to be able to share their experiences in such a creative way is wonderful to see, and I applaud them for stepping forward and speaking out. I am delighted that this short film is being used nationally to help educate those who work closely with young people about the experiences of young carers. Hopefully, this will provide context and understanding regarding the issues young carers can face and will lead to more support and a reduction in stigma. My officials have watched the video and felt that it was very powerful and thought provoking. They were greatly impressed by the mature way in which the issue of alcoholism was included. Often carers of those with mental health or alcohol issues can feel overlooked, or themselves don't recognise that the support they provide for a loved one struggling with mental health is a form of caring.'

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“ Comments

Elena Whitham MSP (Minister for Drugs and Alcohol Policy) attended the second showcasing of the film, which was planned and presented by our young people, tweeted, 'Wonderful afternoon spent with #SAYoungCarers watching their fantastic #SAYCMovie The Weekend which depicts the challenges YP in caring roles experience. Grateful to see young carers of family members who use substances shown as this helps to tackle stigma'

Chief Executive of South Ayrshire Council Eileen Howat, said, 'The Weekend is a very poignant and thought-provoking illustration of the life of young carers through their own eyes. I'm sure it will become an essential resource to help raise awareness and understanding of what being a young carer really means.'

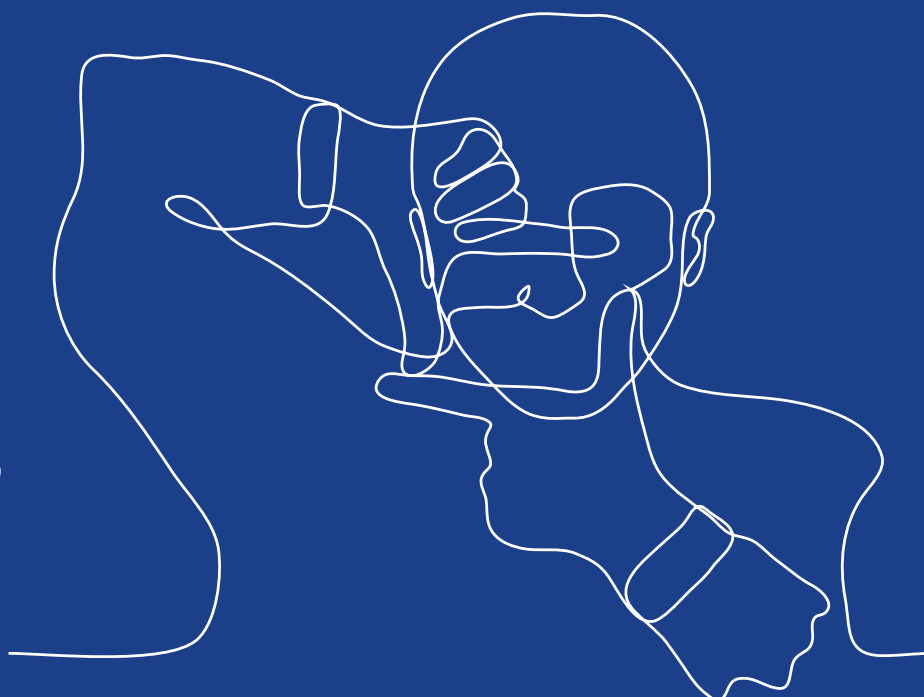
Director of Carers Trust Scotland, Louise Morgan, stated, 'I thought your film was an excellent portrayal of some of the many issues faced by young carers. Having watched the film twice, the layers and complexity of those issues and the impact on their lives became more evident each time. The young carers represented their community so well and played their parts with a reality that stayed with me long after the end of the film. Of course, they did - it was all about their lives!'

One of the young carers said, "I loved writing and creating this film, I've made great friends and had a great time thanks to Claire, Ross and Kelly."

Another of the young carers added, "I hope other Young Carers might see this and think "I'm a young carer as well" and also let people know about some of the challenges young carers face daily."

A parent of one of the young people who was involved with the project said, '...a great opportunity to learn new skills, make new friends and get a break from caring responsibilities, while also highlighting the important role young carers have...'

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Awareness Raising Sessions

Awareness raising sessions have been facilitated for a variety of services and organisations, including Education, Health, Social Work, Thriving Communities, Police and 3rd Sector, as well as whole school staff training in a number of primary and secondary schools. We have also attended parents' evenings (including Virtual School), Love Learning Festival, Parent Council Chairs meeting, ASN Family Forum and student teacher lectures at the University of the West of Scotland. We have arranged marketplace events in secondary schools and one primary school cluster, with several other organisations invited to hold a stall (including Women's Aid, Suicide Prevention, Trauma, Ayrshire Cancer Support, National Autistic Society and many more). The feedback from these events from organisations, staff and pupils has been very positive. The events have improved visibility of services with pupils and staff and helped to challenge a variety of stigmas. A short awareness raising video was created with voiceovers by pupils from Coylton, Dailly & Cairn Primary schools. This will remove barriers due to literacy issues and allow information to be shared in multiple locations (including online, via school apps, in classrooms etc.). The video can also be played with subtitles in several different languages, removing any language barriers. The video can be viewed here: <https://youtu.be/OOiguDuiD0Q>

We joined forces with the Champions Board to deliver an input to Police Scotland at Ayr Police Station. During the session, we were able to discuss the similarities and differences between young carers and care experienced young people, as well as raise awareness of both groups.



Young Carer Ambassadors

Carrick Academy is the first school in South Ayrshire to introduce the role of Young Carers Ambassadors. Carrick Academy have selected Joshua Hayward Brown and Ailish Connell for this position.

Being young carers themselves, they are accustomed to the difficulties other children may also face yet they might not be aware that they are young carers. This role is to ensure others are made aware of what a young carer is and what duties and responsibilities they may undertake. They hope to spread awareness to teachers and other pupils to be mindful that young carers may need extra support.



As Young Carers' Ambassadors they would like to work towards removing the stigma that is sometimes associated with being a young carer. As ambassadors they would like to help pupils realise that they themselves may be one too.

Young Carer Champions

A Young Carers Champion (YCC) has been identified by most schools which has been recognised as best practice at a national level and has had a hugely positive impact over the past year. YCC is the point of contact within the school for HSCP and carers service staff, and a known person for young people to approach for support relating to caring responsibilities. In addition, Cllr Hunter & Cllr Ferry have both agreed to be Young Carers Champions for Elected Members and Susan Wood is our Young Carer Champion at Skills Development Scotland.

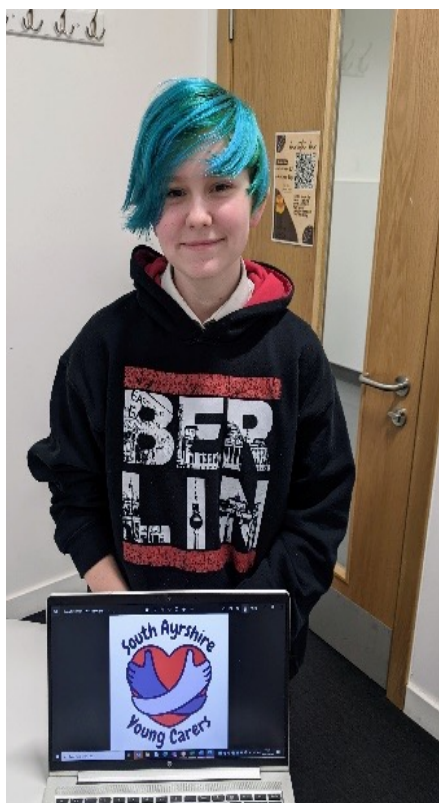


New Logo



We launched a competition, open to all primary and secondary pupils in South

Ayrshire, to design a new logo for South Ayrshire young carers. A pupil from Marr won the competition and we are delighted with our new logo!



Wider Engagement

The Young Carer Strategy Lead Officer has:

- been invited to present on the work for young carers in South Ayrshire at a number of national events, including Scottish Young Carers Services Alliance (SYCSA) Showcase event, SYCSA Education sub group, UK Young Carers Services Alliance, South West Education Collaborative and University of the West of Scotland.
- continued with the regular, informal meeting group with counterparts in other local authorities, which has now expanded to include 11 members. The purpose of this group is to share best practice, discuss any challenges and work together to find a solution, and share experiences and knowledge.
- is an active member of a number of national and international groups, including Scottish Young Carers Services Alliance (including Education and Young Adult Carers subgroups), Young Carers Alliance, Carers UK, Carer Voices, Carer Poverty Coalition, Children & Young People Community of Practise, and Carers Worldwide.
- has attended various in person events throughout the year hosted by Carers Trust Scotland, Scottish Young Carers Services Alliance, Alliance Scotland, NES, and Scottish Government. All events have provided an opportunity to network and share knowledge, experience and understanding.



Peer Support & Respite

Break from Caring

Young carers are often unable to participate in extra-curricular activities due to their caring roles. Throughout last year, we partnered with Active Schools to offer a variety of activities during the school day to allow all young carers to participate. Activities have included archery, caving, and first aid sessions.

We have also collaborated with South Ayrshire Council Rangers Service to offer monthly bush craft sessions for our primary aged young carers (including under 8s). These activities have provided fantastic opportunities to try something new, get some exercise and fresh air, as well as make connections with friends in the same or similar situation, offering informal peer support.



Scottish Rowing



Scottish Rowing have been providing free weekly rowing sessions on the River Ayr. Groups of young carers have been attending sessions each week to develop their skills and knowledge. These sessions take place during the school day to allow all young carers to participate without the sessions interfering with their caring responsibilities.

Rowing is a great way to improve your mood and well-being. Rowing can help you feel stronger and more capable, which can boost your confidence and improve your mood. Rowing also provides a great opportunity to connect with nature, and the fresh air can do wonders for mental health. Because rowing is a low-impact activity, it's easy on joints and muscles, meaning all young carers can take part. As a result, young people feel better both physically and mentally after a session.



Ayr United

Ayr United kindly provided almost 80 tickets for young carers and their families to attend Somerset Park, with two of our young carers, Lucas and Dylan, as mascots. This was a great opportunity for family peer support and to raise awareness of young carers. Furthermore, our YCSLO was presented with the Community Champion award at halftime and featured in an interview in the following match's programme – another fantastic opportunity to raise awareness of young carers.



Youth Voice Weekend

Five young carers joined other young people from Champions Board and youth groups across South Ayrshire for the first residential meeting of the Youth Voice Group. It was a busy weekend at Dolphin House, including gorge walking, team games, bobbing in the sea, caving under Culzean Castle, archery, night walks, hide n seek in the dark, and making plans for the future of youth voice in South Ayrshire. The young carers enjoyed the activities, making new friends, and the opportunity to have their voice heard and influence services and opportunities for young people across the Authority.



Young Carers Voice Network

We have increased our engagement throughout this year with frequent opportunities to consult with our young carers. In November, almost 30 young carers aged 9 to 17 spent the day at Dolphin House for the first meeting of the Young Carers Voice Network. The group participated in team building games, archery, and caving under Culzean Castle, shared their issues and ideas for young carers in South Ayrshire, and reviewed the South Ayrshire Young Carers Strategy. An additional session was held later in the year for the young people who were unable to attend the initial session. Going forward, we will continue to host larger Young Carers Voice Network meetings, but will also create a smaller, focussed group of young carers as the Young Carers Voice Group.



Tutoring Pilot

We have partnered with University of the West of Scotland students to offer free one to one tutoring for young carers from P1 to S4. We piloted this with young carers from Dailly Primary School. Each pupil was matched with an Education student from UWS. The student liaised with the pupil's class teacher and created fun and engaging sessions to support the pupil on a one to one basis. Two pupils had face to face tutoring sessions and four pupils had online sessions. Feedback from the Head Teacher, class teachers, pupils and students has been extremely positive and we are planning to work with UWS to replicate this on a larger scale this academic year.



Head Teacher comment:

'Tutoring for my pupils was extremely beneficial and the impact it was having on them was clearly evident. The children enjoyed going and looked forward to it each week. The pupils who did it online enjoyed doing something a little bit different. They all spoke highly of their tutors and enjoyed the activities that were planned for them. It was clear the tutors had spent time adapting resources to suit the needs of the child and their interests. The tutors were very enthusiastic. Previously, a few of the pupils really lacked confidence but over the weeks this grew, and they developed a growth mindset in relation to literacy and maths. The 1:1 was extremely beneficial to the children.'

Staff comments:

'I think having the tutor was great for Mason. Stephanie was brilliant with him, he enjoyed going with her. He was really lacking confidence about his reading but working 1:1 with Stephanie helped to give him a boost. I think it was also really good for him to have an adult to talk to 1:1 and to get that extra attention as things had not been great at home for a while. Both Stephanie and Megan came with us outdoor learning one day after their tutoring sessions had finished and they were very enthusiastic and the children enjoyed working with them.'

Pupil comment:

'I really enjoyed tutoring and my tutor was really nice. My tutor had fun activities for me to do every week.'



Whole Family Residentials

We partnered with Thriving Communities and were successful in a funding bid to take whole families to Dolphin House for the weekend where there was a young carer supporting due to a language barrier. In March 2023, 5 Ukrainian families came to Dolphin House for a weekend of fun and adventure. We had great fun on this busy weekend. Activities included caving under the Culzean Castle, archery, feeding llamas and deer, crafts, campfire, night walk, and rock pooling. As it was Mother's Day weekend, we had extra treats arranged, including making cards and gifts with the children, flowers for the Mums and Gran of the families, and a family photoshoot.



Thanks to Active Schools and Sports Scotland, in August 2023, we took 10 families to the National Sports Centre in Largs for a 3-day residential trip. As this is a fully inclusive venue, the cared for person in each family was able to join and was supported and encouraged to participate in all activities. We had 40 people, aging from 1 year old to 50 years old, and tried so many new and fun activities and games, including orienteering, bushcraft, boccia, team building games, bingo, lacrosse, gymnastics, archery, nightline, silent disco, badminton, handball and pickleball!



Some comments from families about what they enjoyed about the trip:

- 'Dedicated time to spend as a family with no distractions. Loved seeing my kids having a great time and trying new activities. Fully inclusive where carers, and cared for, joined in all the activities and had a great time in an extremely supportive environment. Especially loved seeing the smiles on all the kids' faces!'
- 'The instructors and staff were amazing- so friendly, approachable and adaptable. They were so encouraging of Max and they really made an effort to get to know the children.'
- 'Thank you for this wonderful opportunity- it really wouldn't have been possible for us otherwise'
- 'Thank you for organising and supporting this break. Loads of memories made for us, even if we were exhausted by the end!!'



Young Carers Festival

Young carers enjoyed an overnight camping residential to Fordel Firs for the national Young Carers Festival 2023 – hosted by Carers Trust Scotland. The Scottish Young Carers Festival is a fantastic chance for young carers to get a break from their caring role, make new friends and gain confidence. It was great to watch the young carers step out their comfort zone and try new things. With an amazing variety of activities on hand, including inflatables, animals, crafts, music and more, the South Ayrshire group had a blast! Young carers embraced the opportunity to have their voices heard; engaging in interviews, the consultation zone and political events, while also making their very own poster sharing the challenges faced by young carers in their area. Feedback from some of the young carers who attended includes:

“

My family are happy I got the opportunity to attend the festival.

I enjoyed making new friends and try new activities.

I enjoyed have a break from my caring role.

”



Under 8s

Our young carers under the age of 8 years old are not currently supported by our commissioned carers service. Numbers of identified young carers in this age group were increasing, so we have been arranging activities during school hours for fun and adventure, as well as informal peer support. One young carer returned to school and exclaimed to his Head Teacher, 'I have eleven new best friends!'.



Figure skating

Our young carers were offered a 6-week block of figure skating lessons at Ayr Ice Rink via Thriving Communities Health & Wellbeing team. The young carers enjoyed learning new skills, making new friends, and having a break from their caring role. Quite a few have now joined the Learn to Skate programme and continued with the sport. All of the coaches loved getting to know the young people and seeing them develop their skills and confidence over the 6-week period. We are delighted to have been offered three Learn to Skate memberships from Ayr Figure Skating to pass onto lucky young carers.



Carers Service

Our commissioned carers service, Unity, have been busy with our young carers. Activities and initiatives have included:

- Voice Projects – Young Carers throughout South Ayrshire engaged with a Young Carer Voice Project, sharing their views, opinion, interest and needs as young carers through creativity. Young carers have created posters, videos, games, interviews and much more to spread the word!
- Young carers booklet – Young carers took the challenge head on and created informational resources to share “who is a young carer”, what support is available to young carers and how young carer in South Ayrshire can be empowered to achieve their goals and access help in an readable way!
- Halloween – Peer support is vital for young carer to be able to have time to be a child and Halloween of 2022 did just that. From bobbing for apples, carving pumpkins and donut washing lines to dress up parties and ghostly photoshoots – lots of fun was had by all!
- RESPITE | EXPLORE | SELF CARE | TRAVEL | RECHARGE | With Adventure Ted. From Harry Potter World and Legoland to classrooms across South Ayrshire and local restaurants, and even meeting Young Carers beloved pets – Adventure Ted has been busy exploring respite with young carers on his trips out from the South Ayrshire Carers Centre.



Celebrations

Young Carers Action Day

- We celebrated Young Carers Action Day on 15th March this year. We had a social media takeover for the day and shared posts including pledges colleagues to support young carers, artwork from young carers and awareness raising information. The Wallace Tower was lit up purple to raise awareness.
- Two young carers from Marr College were invited to join a panel in a webinar hosted by Education Scotland and Carers Trust Scotland to launch a new CPD accredited module on young carers (which features our short film!). Craig and Stephanie spoke very well about their experiences and challenges in Education due to their caring role and asked the rest of the panel some tricky questions of their own!



Active April

Young carers throughout South Ayrshire explored the importance and benefits of being physically active during Active April. Lots of activities were on offer for young carers, including, beach days, walking groups and a trip to Hampden Park. Awareness raising and sign-up sessions for Activ8 memberships were held in each locality.



Troon Carers Day

The first Troon Carers Day was held in February 2023. This was a very successful event and the first Carers Day that young carers have been invited to. There were a multitude of services with stalls at the event, fantastic entertainment from Marr College and local primary school pupils, including a pipe band, singing and dancing, and a preview showing of our young carer short film, The Weekend. We are now planning for Ayr's first Carers Day and Prestwick Carers Day later in 2023.

Carers Week

This year was our most action-packed Carers Week to date! We worked in partnership with the South Ayrshire carers centre team and partners to provide a bigger-than-ever week long celebration of young carers. There were a whopping 22 experiences on offer for our young carers, which included session with The Little Art School, a film screening, wellbeing walks, trips to the escape rooms, ice-cream days and park trips.

Employability & Skills hosted an amazing employability festival at the Cutty Sark for young carers with activities, stalls from various organisations, live music and food. As well as having the opportunity to discuss opportunities with stall holders, the young carers who attended enjoyed interactive games wearing goggles which simulated the effects of drugs and alcohol which included trying to erect a tent!

As well as celebrating with our young carers, we had a social media takeover, articles in local press, held information stalls across the Authority and participated in a Facebook Live session hosted by the Champions Board to raise awareness.



Support

Additional Funding

There have been many successful grant applications from 7Star Foundation for a number of young carers to provide items such as iPads and laptops, as well as funding P7 residential trips to Dolphin House and a school trip to London. The young carer team secured £594 from the 7Star Foundation to provide weekly guitar lessons for a year and a new guitar for a young carer, Cerys. This is providing valuable time away from her caring role, which is not always a given. Mum shares, "I believe the lessons give her the deserved "me time" that she needs away from the hectic life she can have at home and school looking after her brother who as he is getting older can become quite challenging! She looks forward to the lessons and her time with Heather and we are proud of her as she commits herself to learning the guitar and reading music. She is hoping to play a song to her school on her leaver's assembly next June as she prepares for high school!"



With similar positive notes, Cerys's music teacher has shared the valuable benefits for Cerys, "when you're playing an instrument or learning anything new it's impossible to be thinking about anything else at the same time

and for Cerys this makes her guitar lessons and practice tremendously valuable "switch off" time. She's also learning a skill which will last a lifetime, increasing her sense of self-worth by doing something that's "just for her", developing learning and study skills that transfer to other subjects and communicating with an adult on a one-to-one basis (another useful lifetime skill). In addition to all these benefits, learning music is an inherently meditative process, a safe place to express emotion and sheer fun and joy when you're able to play a piece you particularly like. Cerys is a pleasure to teach,

and I aim to make her lessons something she enjoys each week as a time out from everything else."

We have been working with the Smallpiece Trust to offer educational residential opportunities to our young carers. A male young carer, aged 14 attended a two-night residential to the University of Stirling, with all expenses covered, including accommodation, meals, course material and social activities. The Smallpiece Trust share that the residential experiences have helped to ignite young people's potential and interest in the world of engineering. Parent/Guardian feedback: Thanks for making us aware of this opportunity, it's fantastic, and we would not have been able to do it without you. Staff noted the young carer has come home to his caring role refreshed and energised and has had a great time sharing his experiences with his young carer peers. Following the residential we have noticed an increase of engagement with overall peer support which has had a positive impact on the young carer's social opportunities. Mum has called the young carer team to express gratitude as she is pleased to see her son making friends which has been a challenge for him in the past. We are pleased to be meeting the goals set by the young carer to have time to be young as he feels he has grown up fast and to explore his own interests.

Cash4Kids Cost of Living Grant - The young carers team at the South Ayrshire Carers Centre has been successful in providing 25 families with meaningful hardship support through the Cash4Kids Cost of Living grant at the start of 2023. In some instances, this has been essential support to ensure food is on the table in times of need and in others has given funds to access appropriate clothing and items of need in an easily accessible and timely manner. From initial discussion of support with the family, the young carers team secured and distributed vouchers within a period of one week.

School Drop In Sessions

Each secondary school in South Ayrshire has engaged in hosting monthly drop-in sessions, allowing consistent, local and easily accessible support for all teen young carers. This also provides an opportunity for young people who think they may be young carers to reach out for information and advice and reduces stigma due to increasing visibility in schools on a regular basis.

Young Carers in Marr College transformed their support group into mental health days, exploring new mindfulness resources and calming activities as well as learning about different services that can support them and ways of managing stress.



Period Products

We have been working with colleagues in Community Planning to provide free sanitary products to all members of a household with a young carer. We launched this initiative in July 2023 and have already supplied 53 people with almost 500 boxes of disposable products and nearly 100 reusable products! Thanks to the Learning Disability Team, who have helped with transport to deliver the products, there has been zero cost to this initiative.

CASE STUDY

Young carer, female, aged 12, within the Ayr locality provides task-based care and emotional support as a secondary carer for her mother who faces challenges with everyday tasks and memory due to her illness and conditions of fibromyalgia, allergies, complex ADHD and arthritis. The young carer additionally supports her sibling, brother aged 13, with emotional support and supervision responsibilities due to complex behaviours related to ASD, P.I.C.A and anxiety.

During ongoing one to one and family support, the young carer shared worries about her social life as she 'would like to have a good friend group and have my own clubs' as well identifying that the young carer was struggling to regulate emotions during support sessions, at home and within education.

The young carer did not feel ready for young carer specific peer support, therefore explored other avenues with the support worker, alongside Mum. The young carer

has since enjoyed engagement with local groups, from being a beginner ice skater to now developing the skill and certificates to join her local figure skating group. The young carer is also attending local youth clubs and now has a friendship group.

Additionally, the young carer has since engaged with peer support with the carers service at a recent trip to Head of Ayr Farmpark, where she shared that the experience of the petting zoo and watching the larger animals was "sooo relaxing". The support worker, Mum and young carer discussed the possibility of respite funding. The young carer has since applied and been successful with the Time to Live Fund, receiving fund to try something new – horse riding lessons. The young carer has attended 6 lessons, developing in her confidence and resilience of the skill and within herself.

Mum states 'it's amazing to see such a change in her, young carers is doing her a good turn'.

Feedback

Feedback from parents regarding **one-to-one provision** for their children:

“ ‘The staff are a great support; we are so glad that she has enrolled in young carers and it has been a really great opportunity for her.’

Celine

‘I wanted to say how brilliant Emma has been in the last few months. My son is really happy and feels that someone cares about him and his caring duties. I am his father, and I am a civil servant. I have been so impressed with Emma’s professionalism from beginning to end. She has gone out of her way to ring, email and talk about what help can be provided. I believe she is an outstanding member of your staff and I hope she will be applauded for her attitude.’

Sebastian’s Dad, Mark

‘Can I take this opportunity to thank you and your team for all the care, support, and encouragement for us all over the last few years. You have made a challenging time much less lonely.’

Fiona

‘Thank you all for your help. I appreciate that patience taken with her anxiety and extra things that have been put in place to make her comfortable’

Robert

‘Young carers has given him the time to be a child again. It really has helped his confidence grow.’

Hayley

‘Nathan enjoys the group meetings on a Wednesday after school. He has enjoyed doing all the different activities. This helps putting a smile on his face and lots to talk about when he gets home.’

Robert

”

Carers Parliament

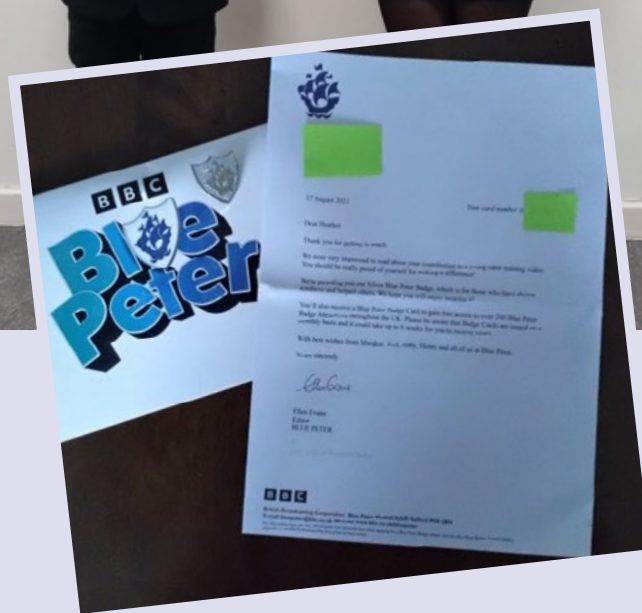
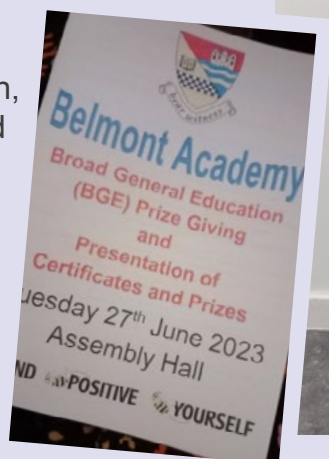
For Carers Rights Day (24th November), three young carers visited Scottish Parliament to attend a parliamentary reception hosted by Carers Scotland. They were the only young carers in attendance! The young people enjoyed visiting the stalls at the event to hear about national support and opportunities for young carers.



Belmont Prizes

Two of our young carers who were involved in the video project and subsequent awareness raising sessions were recognised by their school, Belmont Academy, in the annual Broad General Education Prizegiving.

Heather and Caleb were presented an Achievement Award for 'Contribution to raising awareness for Young Carers in South Ayrshire'. Heather was also awarded a Blue Peter badge for sharing her lived experience as a young carer in awareness raising activities, which has included the video project, several newspaper articles, a Facebook Live session, presenting at the Child Protection Committee, and hosting a number of other events to raise the profile of young carers in South Ayrshire.





COMMUNITY PLANNING PARTNERSHIP OUTCOME:	OBJECTIVES:
<p>Provide support for young people and adults to progress to positive destinations and sustainable employment.</p>	<ol style="list-style-type: none"> 1. To coordinate and monitor adult learning and literacy provision across South Ayrshire in line with the CLD Plan. 2. To contribute to the coordination of Volunteering across South Ayrshire 3. To drive forward the shared ambitions and actions of No One Left Behind and the response to Covid -19 to ensure the right support is available in the right way at the right time. 4. To use the Scottish Approach to Service Design to co-produce an all age employability support service that is person centred, more joined up, flexible and responsive to individual needs. 5. To utilise labour market statistics and available data to inform decisions, identify priorities and support an effective partnership response.

South Ayrshire Community Learning and Development Partnership Plan 2021-2024

In September 2021, we published our 3-year plan for Community Learning and Development (CLD) in which we set out our priorities for the CLD Partnership and agreed an action plan to drive forward these priorities and deliver on them for our communities. In South Ayrshire, CLD plays a crucial role in breaking down the barriers faced by individuals, ensuring learners, families and communities across the area reach their full potential, improve their life chances and raise their aspirations. This is developed and delivered through youth work, lifelong learning, ESOL engagement, community engagement and community empowerment. CLD activity highlighted in the plan and in this progress report encompasses the work of the local authority, voluntary sector, and other organisations.

There are five priority areas within the plan:

1. Youth Work Provision – improving outcomes for young people;
2. Mental Health & Wellbeing – building healthier communities;
3. Employability and Volunteering – supporting our communities to progress;
4. Adult and Family Learning – improved outcomes for adults and families; and
5. Community Empowerment and Engagement – supporting our communities to thrive.

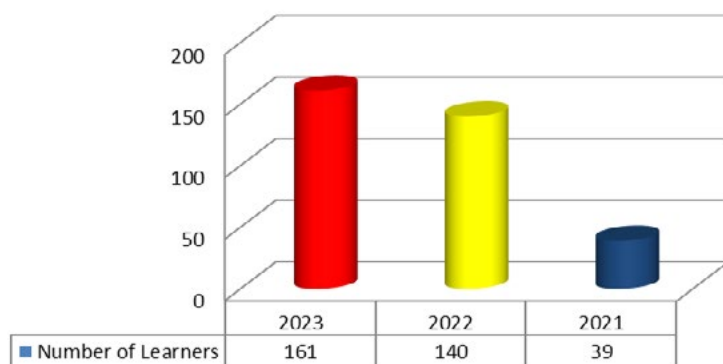


The CLD mid-term report was recently approved at South Ayrshire Council Partnership, Service and Performance Panel in June 2023. Some of the key highlights from within this mid-term report include:

- In January 2023 a new Multiply Numeracy team was established through UK Shared Prosperity Funding (UKSPF). The new team are responsible for supporting people aged 19 years and older with numeracy support.
- Community Based Adult Learning in North Ayr – During the time period July 2022– June 2023 161 learning places on Community Based Adult & Family Learning courses were taken up demonstrating our commitment to CBAL in our most deprived community.
- During year 22/23 learners took part in 16 learning programmes covering 3006 individual learning hours this is an increase from the previous two years.



Number of Learning Places



- The delivery of ESOL programmes across South Ayrshire continues to take place over five days and three evenings per week in various community settings. During 2022/23 Thriving Communities have welcomed Ukrainian learners into the service, engaging with 213 residents residing in South Ayrshire.

South Ayrshire Volunteering Strategy

Approved in 2021, and led by Voluntary Action South Ayrshire, work continues to progress the action plan supporting the South Ayrshire Volunteering Strategy. There are 6 objectives set out in the strategy:

1. Activities across national & local government, community and voluntary sector to be more integrated and aligned;
2. Volunteering infrastructure to be strengthened and supported leading to more confident and knowledgeable management systems;
3. Recruit, deploy more volunteers and support both volunteers and voluntary organisations;
4. Levels of volunteering to be re-energised and increased;
5. The benefits of volunteering to be recognised, valued and promoted; and
6. Promoting volunteering as a means to improve the wider community.



Some key areas of achievement since the launch of the strategy include:

- More integrated and aligned activities;
- The development of a volunteering infrastructure;
- Awareness raising on volunteering to recruit and deploy;
- Recognising the benefits of volunteering by hosting Annual South Ayrshire Volunteer Awards – the latest award ceremony was held on the 1st June; and
- Raising awareness of how volunteering can improve communities – VASA has published leaflets and videos to support this.



South Ayrshire Council: Thriving Communities – Employability

Thriving Communities are fully committed to improving training and employment opportunities for young people and adults. In line with the Scottish Government’s No One Left Behind and UK Governments Shared Prosperity priorities we ensure there are real, meaningful, work experience and training opportunities for people across South Ayrshire to help them achieve their employment goals.

During 2022/23, through a wide range of employability programmes and initiatives, we supported 1,175 young people and adults.



School Leaver Destination Report (SLDR)

In partnership with Skills Development Scotland and Education, Thriving Communities play a significant role in ensuring our young people reach a positive destination on leaving school.

The SLDR confirms 98.6% of our young people progressed to a positive destination on leaving school – our highest performance to date!

For care experienced young people 98.3% progressed to a positive destination, which is 59 out of 60 leavers

Once again, we continue to perform above the national average, which for this period was 95.7%. This demonstrates our dedication and commitment to providing young people across South Ayrshire with the right support to help them fulfil their potential.

Participation Measure

In addition to the SLDR, Thriving Communities work in partnership with Skills Development Scotland, using local and national data, to identify those aged 16 to 19yrs who may require support in reaching a positive destination. The team have made this a priority and have done doorstep visits to try and engage with young people to support them in to training, learning or employment. This has resulted in a significant increase in participation of 16-19year olds in South Ayrshire - **93.7%** (national average **90.8%**)

Long Term Unemployed programme – Evolve

Through temporary Scottish Government funding Thriving Communities committed to creating 40 temporary, new and additional employment opportunities.

Due to the success of the programme and support from the Scottish Government we were able to create an additional 9 positions taking our total to 49:

- 31 with South Ayrshire Council
- 18 with the 3rd Sector

Employment opportunities were created in occupational sectors where there are skills shortage, existing labour demands or emerging sectors, this includes: South Ayrshire Council Facilities, Waste Management and Grounds Maintenance in addition to local voluntary partners such as: VASA, SeAscape and Harbour Ayrshire.



Creating employment opportunities with local 3rd sector organisations has allowed Thriving Communities to continue to link directly with the community and see evidence of the following outcomes:

- Tackling adult unemployment
- Closing the poverty gap
- Closing the adult skills gap
- Supporting the local economy
- Expanding community involvement and cohesion.

Local Employability Partnership (LEP)

South Ayrshire’s Local Employability Partnership (LEP) is a well-established partnership and has clear links to local strategic plans, including Community Learning and

Development Plan, Strategic Economic Plan and Child Poverty Action Plan.

The LEP enables collective leadership and a shared commitment across partners to provide a more aligned approach to national and local employability support which will be reflected in a 3year Delivery Plan (2022-25)

The Partnership utilises labour market statistics and available data to inform decisions, identify priorities and support an effective partnership response through in-house delivery and commissioned services.

Commissioning in 22/23 included:

- QTS Rail Skills Academy
 - o 9-week course consisting of 5 weeks accredited training and 4 weeks work placement.
 - o 4 participants are now in full-time employment.
- Lowland Training Service Ltd – 50+ training programme
 - o The programme supported individuals with interview techniques, presentational skills, IT & digital skills, transferrable skills and low confidence & social isolation to improve their skillset and increase their chances of sustainable employment.
 - o 1 individual has progressed to employment and 2 are waiting on confirmation of employment. All individuals continue to receive support from Thriving Communities.
- CEIS Ayrshire Sector Based Work Academy (Construction)
 - o Individuals were able to gain an understanding of the construction industry, increase their confidence and develop skills around customer services and industry specific training. The programme included 4 weeks accredited training and a 2 week work placement.
 - o Participants are continuing to be supported by Thriving Communities Employer Engagement Team and CEIS Ayrshire to secure employment.

Next steps for South Ayrshire Local Outcomes Improvement Plan

Work is now taking place to refresh and review our LOIP, with a plan to publish a new LOIP from April 2024. Going forward, the LOIP will be directly aligned to our Strategic Delivery Partnerships (SDPs), who will be responsible for the collective development of high-level strategic outcomes, priority areas, focused improvement plans and performance managed to evidence where we are making a difference. These high-level outcomes (which will be agreed following engagement with partners and our local communities) will focus on South Ayrshire wide priorities, and as highlighted within the statutory guidance, will 'state clearly and specifically what will be different for communities as long-term outcomes in 10 years; and the contributory outcomes, indicators and targets by which progress towards these will be demonstrated over the short (1 year) and medium (3 years) terms. These short, medium and long-term outcomes and targets should be both ambitious and realistic'. Our new LOIP will allow an opportunity for our SDPs to refresh and refocus and consider how South Ayrshire can flourish as part of a new longer-term plan. This has been agreed as part of new structure changes within South Ayrshire CPP which were approved by our Community Planning Board on the 20th April 2023. Further information can be found [here](#).

The structure also embeds the development of Locality Plans as per our statutory requirement. Much work has taken place within South Ayrshire over the past few years around the development of place plans using the

place standard toolkit (in effect our version of 'locality plans') and locality-based work within Wallacetown to develop a 'team around the community' model.

It is intended to develop 6 locality plans, (initially piloting in Ayr North) with the work on these plans being led and monitored by Locality Planning Partnerships. Localities will be based on those which align with our current HSCP locality areas, and work has been undergoing to refresh the current HSCP Locality Planning Groups into 'Locality Planning Partnerships' with stronger links to community planning to ensure better outcomes for localities. This builds on successful partnership working and collaboration that already takes place, meeting the requirements of both the Public Bodies (Joint Working) (Scotland) Act and the Community Empowerment (Scotland) Act, and removes the need to have 2 locality models operating side by side.

Consideration will also be given to our current LOIP priorities, particularly those that would continue to be developed on a locality basis such as reducing social isolation and loneliness and supporting people living with dementia and their carers. The updates within this report highlight the locality-based activity in taking forward these two priority areas.

In the meantime, work will continue to progress our remaining current priority areas whilst our new LOIP is being developed. The next section provides information on the main areas of focus over the coming months:



Improving Outcomes for Care Experienced Children and Care Leavers

- Continue to focus on South Ayrshire promise Improvement areas;
- Development of supportive school structure posts in response to research findings; and
- Establish quarterly champions board meetings as key influencing platform for the voices of those with lived experience.

Providing support for young people who are carers

- Continue to raise awareness of young carers across all settings to help identify young carers at the earliest point.
- Complete our Wee Carers movie and roll out across primary schools.
- Launch our new resources and training packages.
- Continue to develop our Young Carers Voice Group and Young Carers Voice Network.



Employability and Lifelong learning

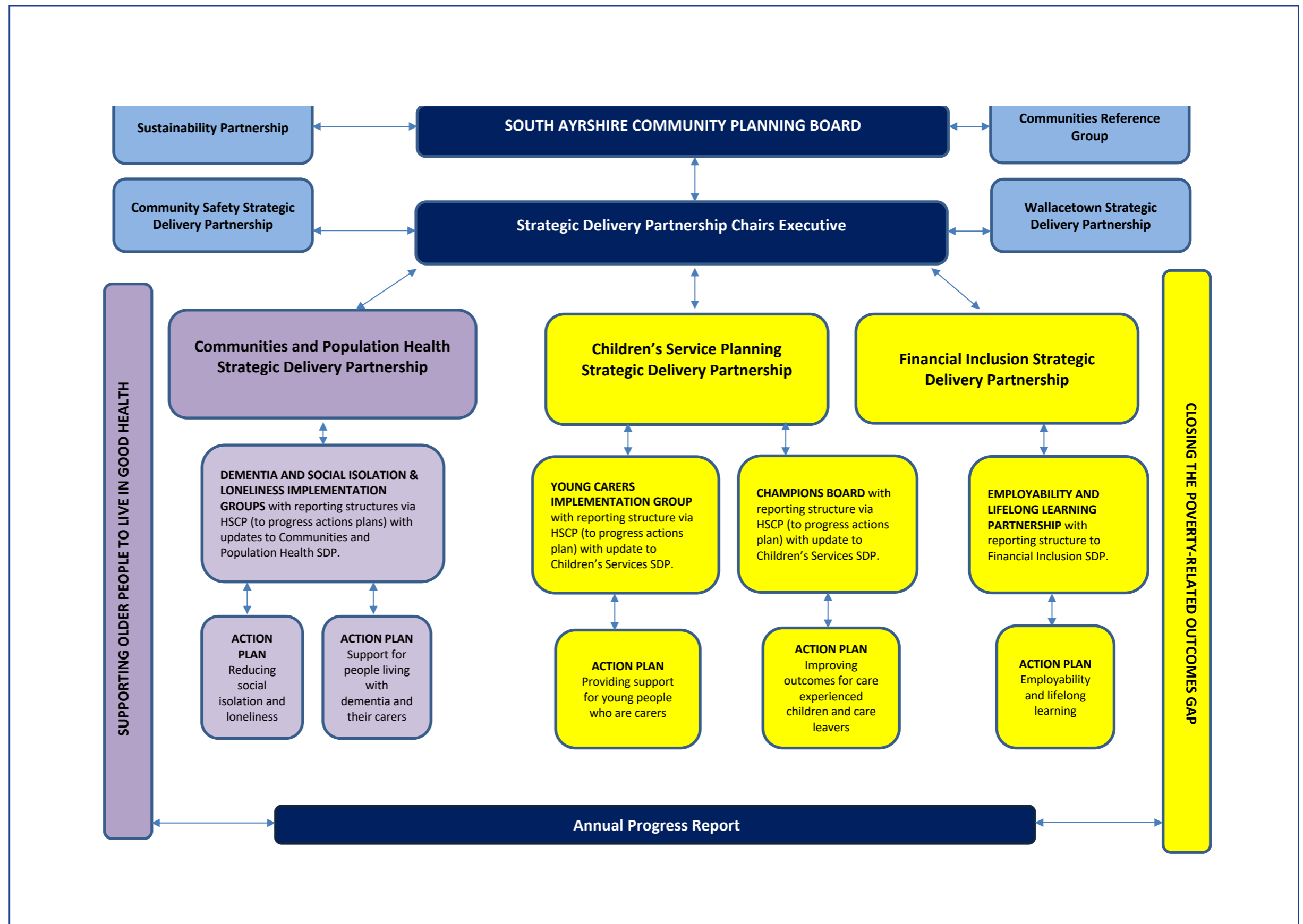
- Continue to have a focus on the SLDR and Participation Measure to ensure young people reach and sustain a positive destination;
- Develop and deliver a range of employability programmes that help South Ayrshire residents gain skills, confidence and access support to help achieve their employment goals that are relevant to the local labour market. This support may include help to prepare for employment, training, education and volunteering and to support career progressions;
- In line with Best Start, Bright Future to help tackle child poverty head on, Thriving Communities will provide enhanced support to families living in South Ayrshire's most deprived areas and those within the targeted family groups with the focus on engagement with individuals in or at the verge of crisis;
- Closing the Disability Employment Gap - South Ayrshire's Local Employability Partnership (LEP) have established a sub-group to monitor and review the Disability Employment Gap within South Ayrshire. The groups aim is to increase employment opportunities for people with disabilities; and
- Continue to work with the Young Carer Strategy Officer to raise awareness on the enhanced employability support available to Young Carers, including in-school support within the senior phase and our Modern Apprenticeship Guarantee.

Monitoring and Review

The following flowchart outlines the currently delivery plan which is in place to support the implementation of the LOIP and the mechanism to deliver the 5 priority areas of:

- reducing social isolation and loneliness;
- supporting people living with dementia and their carers;
- improving outcomes for care experienced children and care leavers;
- providing support for young people who are carers; and
- employability and lifelong learning.

Actions are overseen by implementation groups/partnerships that lead on activity as well as performance management. These strategic themes are taken forward by our Integrated Children's Services Strategic Delivery Partnership, South Ayrshire Health and Social Care Partnership and Financial Inclusion Strategic Delivery Partnership. Delivery plan is as follows:



Appendix 1

Monday 14 November 2022:

2pm to 3.30pm Trauma Informed Practice	This webinar will introduce South Ayrshire Community Planning Partnership and will set out some of the work that has taken place to develop the 'team around the community' model which is bringing services and agencies together to reduce inequalities and improve outcomes for those living in Wallacetown
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Tuesday 15 November 2022:

10am to 11.30am: Champions for Change South Ayrshire Champions Board	This webinar will focus on how members of south Ayrshires champions board use their lived experience of the care system to amplify young people's voices and help us all to better understand what matters to young people and their families
3pm to 5pm: Primary Care/Pharmacy	This webinar will explore the different arrangements and opportunities within GP Practices and Community Pharmacies to provide more flexible support for local people.

Wednesday 16 November 2022:

10am to 11.30am: It's good to walk!	This webinar will explore why walking is important and the impact it can have on physical, mental and social health. Information will be provided on the extensive range of walking opportunities in South Ayrshire, where and how people can be referred to access these opportunities.
2pm to 3.30pm Promising times ahead	Come along and hear what we are doing across South Ayrshire to shift policy, practice and culture so we can support South Ayrshires Parenting Promise that we have made to care experienced infants, children, young people adults and their families – that every child grows up loved, safe respected and able to realise their full potential.

Friday 18 November 2022:

10am to 11.30am: Green Health	This webinar will be delivered by NHS Ayrshire and Arran Public Health department, South Ayrshire Council Ranger Service and The Conservation Volunteers. It will look at the benefits of Green Health and will showcase the new Green Health app for South Ayrshire. There will also be an input on self-led opportunities and volunteering opportunities for green health in South Ayrshire.
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Monday 21st November 2022:

10am to 11am Thriving Communities Who are we? The story so far.....	Thriving Communities – This webinar will provide participants with information and progress on South Ayrshire Councils Thriving Communities Service. Officers will share the Thriving Communities vision and progress that has been made over the past 12 months across South Ayrshire.
2pm to 3.30pm Shaping Places for Wellbeing	This webinar will provide an overview of the Shaping Places for Wellbeing programme and some insight into the work taking place in Ayr, one of the programmes six local project towns they are working with. The session will be led by Irene Beautyman, Shaping Places for Wellbeing, Programme Lead. The Shaping Places for Wellbeing programme is a delivery partnership between the Improvement Service and Public Health Scotland (PHS).

Wednesday 23 November 2022:

10am to 11.30am: Young Carers	<p>South Ayrshire is committed to identifying young carers and providing support to allow them to reach their full potential. In this webinar we will cover the following:</p> <ul style="list-style-type: none"> • Our statutory duties • Who is a young carer? • Roles & responsibilities • Identification Support available • Update on work in South Ayrshire
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Thursday 24 November 2022:

10am to 11.30am: Information and Advice Hub	<p>This webinar will provide information on:</p> <ul style="list-style-type: none"> • Maximising Income through Welfare benefits; • Managing outgoings through effective budget planning; • Addressing Fuel Poverty; and • Our council commitment to closing the gap and reducing poverty and disadvantage by providing a full circle approach to advice and information.
2pm to 3.30pm: South Ayrshire Lifeline and Supporting Older People (Voluntary Action South Ayrshire)	<p>As part of the launch the 16 Days of Action campaign, this webinar will raise awareness of South Violence Against Women Partnership. You will hear about Sexual Violence Prevention workshops that are delivered nationally to young people across Scotland, the Police Scotland Domestic Abuse Disclosure Scheme, and a presentation by South Ayrshire Women's Aid on gender-based violence. An outline will also be provided of the Violence Against Women Partnership strategic action plan.</p>

Friday 25 November 2022:

2pm to 3.30pm: South Ayrshire Violence Against Women Partnership	<p>As part of the launch the 16 Days of Action campaign, this webinar will raise awareness of South Violence Against Women Partnership. You will hear about Sexual Violence Prevention workshops that are delivered nationally to young people across Scotland, the Police Scotland Domestic Abuse Disclosure Scheme, and a presentation by South Ayrshire Women's Aid on gender-based violence. An outline will also be provided of the Violence Against Women Partnership strategic action plan.</p>
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This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات ناپینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可慮應要求提供盲文，大字印刷或音频格式，以及可翻譯成多种語言。以下是詳細聯系方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Contact Centre
0300123 0900

South Ayrshire Community Planning Partnership Board



Report by HSCP Partnership Facilitator to
Community Planning Partnership Board Meeting of 26th October 2023

Subject: Locality Planning

1 Purpose of Report

1 The purpose of this report is to report on our locality planning work including proposals for new Locality Planning Partnerships supported through Community Planning with new Terms of Reference and with 2 new Ayr locality areas.

2 The Board is recommended to:

2.1 Endorse the general way forward set out re Locality Planning

2.2 Agree the draft Terms of Reference for Locality Planning Partnerships (appendix 1)

2.3 Agree the proposed change in the Ayr locality boundaries (appendix 2)

3 Background

3.1 Locality Planning is a requirement of the Joint Bodies Act which underpins integration of health and social care.

3.2 Since the inception of the South Ayrshire IJB there have been 6 Locality Planning areas that have linked to Locality Planning Partnerships (formerly Locality Planning Groups). These localities have been:

- Troon and villages
- Prestwick and villages
- Ayr North and former coalfield communities
- Ayr South and Coylton
- Maybole and North Carrick
- Girvan and South Carrick

3.3 There have been a number of processes to review and strengthen these key stakeholder groups over the past number of years and this has been helpful but in fairly limited way. These have built on to previous work reported to the IJB in December 2019.

3.4 Over the past year or so, a group has led to a more complete review of the LPPs that has reflected:

- The opportunities that are emerging from the operational movement to localities (for example, the new structures for Adult Services);
- The increased opportunities that are emerging within a Community Planning Partnership (CPP) context and with increased buy-in from CPP colleagues;
- The links with this joint Community Planning work and the [Community Empowerment Scotland](#) legislation;
- The consequent need for a refreshed set of Terms of Reference to reflect this new working; and
- The recognition that as Public Health profiling data has become available, particularly linked to Ayr, there is the need to reflect the stark health inequalities within Ayr within our locality constructs for the town of Ayr and the associated villages.

3.5 The development group that has led this work has included stakeholders such as HSCP Engagement Officers and other HSCP staff, LPP Chairs and Vice-Chairs, Thriving Communities staff, VASA staff and Community Planning Partnership staff.

4 Progress

4.1 Proposed overall approach

The proposed way forward is summarised by the following approach:

- To move forward with Locality Planning Partnerships becoming a formal expression of Community Planning as well as the IJB/HSCP. This affects the core purposes, the scope of their remit, the composition and reporting;
- There are many opportunities that have been explored that have identified the positive ways that this could strengthen our locality working; and
- A new revised Terms of Reference has been drafted that better reflect this new context (these are appended). These also set out the opportunities within LPPs for much better local connection with, for example, HSCP operational teams in localities, GP Clusters, School Clusters and Learning Communities. The new LPPs will also benefit from the support of our own Partnership Engagement Officers but also officers from Thriving Communities and VASA.

The LPPs will also become an important mechanism and context for consultation, for example, in relation to Caring for Ayrshire

The new Terms of Reference (appendix 1) summarises the purpose of these revised LPPs as;

‘Ensuring the voice of local communities shapes wellbeing, services and support in South Ayrshire’

- *Locality Planning Partnerships (LPPs) will be representative groups that will lead the collation and understanding of local information and intelligence associated with health and wider outcomes in order to identify areas for local prioritisation to be addressed through partnership approaches from local statutory, voluntary, community, independent and other sectors together with local citizens;*
- *The LPPs will model the localised outworking of the [Wellbeing Pledge](#) and support wider reform programmes such as Caring for Ayrshire;*
- *The LPPs will be supported to make decisions on the deployment of discretionary budgets through participatory mechanisms to address local priorities;*
- *The LPPs will be enabled to influence wider statutory service services and resources to further address local issues and to address inequalities; and*
- *The LPPs will significantly support the engagement and consultation needs of key Community Planning partners including the NHS Ayrshire and Arran-led [Caring for Ayrshire](#) and will embrace key national drivers such as the need to address climate change.*

4.2 **A revised locality arrangement for our Ayr localities.**

Essentially the proposed way ahead involves the creation of a new **smaller Ayr Central and North locality** where there is the greatest degree of poor health and other outcomes and with concentrations of poverty and inequality.

The other areas within Ayr and the associated villages will form a new **Ayr South and villages locality**, the villages including Annbank, Mossblown, Tarbolton and Coylton.

A set of maps setting out the proposed borders also accompany this report (appendix 2).

The new arrangements for Ayr will have no material impact on the Girvan, Maybole and Troon localities.

In relation to Prestwick, there are some alterations to the current boundaries namely in relation to some parts of the Heathfield area and including St Quivox in the Prestwick locality.

Where possible the proposed new areas reflect as far as possible existing boundaries (for example SIMD data-zone areas) but a pragmatic approach has been taken to ensure the localities reflect real communities as far as possible, recognising that no lines drawn on a map will ever accurately reflect real life.

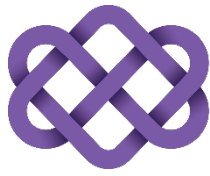
There has been significant consultation on these new proposed areas, for example, with Community Councils.

This work was also the subject of an Equality Impact Assessment.

If these new locality constructs are endorsed by the IJB and CPP, new profiles will be developed by Public Health Scotland reflecting the new boundaries.

5 Next Steps

- 5.1 The proposed approach will be tabled at the IJB on 11th October 2023 for approval.
- 5.2 Subsequent to the CPP Board meeting and the approval of the approach, the proposed new Ayr localities will be submitted to Scottish Government for endorsement (this is more linked to the requirements of the integration of health and care legislation – the [Public Bodies \(Joint Working\) 2014 Act](#)).



south ayrshire
health & social care
partnership



**South Ayrshire HSCP/CPP
Locality Planning Partnerships
Terms of Reference**

Purpose

‘Ensuring the voice of local communities shapes wellbeing, services and support in South Ayrshire’

Locality Planning Partnerships (LPPs) will be representative groups that will lead the collation and understanding of local information and intelligence associated with health and wider outcomes in order to identify areas for local prioritisation to be addressed through partnership approaches from local statutory, voluntary, community, independent and other sectors together with local citizens.

The LPPs will model the localised outworking of the [Wellbeing Pledge](#) and support wider reform programmes such as Caring for Ayrshire.

The LPPs will be supported to make decisions on the deployment of discretionary budgets through participatory mechanisms to address local priorities.

The LPPs will be enabled to influence wider statutory service services and resources to further address local issues and to address inequalities.

The LPPs will significantly support the engagement and consultation needs of key Community Planning partners including the NHS Ayrshire and Arran-led [Caring for Ayrshire](#) and will embrace key national drivers such as the need to address climate change.

General

1. Locality Planning Partnerships are working groups of the South Ayrshire Health and Social Care Partnership and South Ayrshire Community Planning Partnership
2. Members of Locality Planning Partnerships will uphold the vision, mission, values, principles, ethics agreed by the Integration Joint Board and Community Planning Partnership Board and in terms of elected officials and officers, will be bound by and

operate in accordance with their respective codes of conduct.¹ The HSCP Vision, Values, etc is appended.

3. Locality Planning Partnerships may operate flexibly and according to their local context ensuring that they:
 - Fulfil their statutory requirements re health and care planning, the HSCP Strategic Plan and the Wellbeing Pledge
 - Support the requirements of wider Community Planning such as that related to the Community Empowerment Act
 - Develop ways of working that take into account local context and priorities
 - Work in a way that ensures good and inclusive representation
 - Work in partnership with other local planning forums
 - Work in the context of regular formal meetings but also through live networks and relationships, short life working/action groups and through active linkage to service delivery groups
 - Develop local plans based on local priorities
 - Lead the allocation of discretionary resources from parent bodies particularly through participatory approaches
 - Influence local service delivery to support improvement
 - Advocate for and support reform work in services such as Primary Care
 - Support the development and response to Place Planning and ensure its integration with wider local planning
 - Be a significant engagement mechanism to support the Caring for Ayrshire programme
 - Contribute to the development of the IJB Strategic Plan and support the working out of the Wellbeing Pledge in practice
 - Contribute to key shared imperatives such as addressing climate change and also the shared Local Outcome Improvement Plan (LOIP) priorities

4. **Membership**

- 4.1 Allowing for the flexibility that arises from paragraph 3 the formal Membership is likely to include:

¹ For example, relating to Disclosure of Information, Conflict of Interest or Patient Confidentiality or other clinical and ethical codes

- Representation from each locality based Town, village, neighbourhood as appropriate – for example through Community Councils
- Representation from HSCP Services including:
 - Locality Manager for Adult and Older People’s Services
 - Clinical Nurse Manager
 - Principal Social Worker
 - Children’s Services and Criminal Justice
 - Allied Health Professionals
- Representation from local Primary Care (for example, the GP Cluster lead, a Practice Manager or a member of the wider Practice Team). This might also include representation from other independent health contractors such as pharmacists, optometrists and dentists
- Representation from independent care sector providers
- Representation from the Third Sector active in the locality
- Representation from the Third Sector Interface organisation – Voluntary Action South Ayrshire
- Representation from local unpaid carers
- Representation from Public Health/Health Improvement
- Representation from Housing, Thriving Communities and other relevant local authority departments as appropriate to locally agreed priorities
- Representation from other statutory services such as Police Scotland and Scottish Fire and Rescue
- Representation from key linked forums such as Learning Partnerships/School Clusters
- Depending on the locally agreed priorities for the Group, other members may be co-opted with particular expertise in key areas
- Community Planning staff will be included with the circulation of minutes and papers but not be expected to take part in meetings other than occasionally

Whilst it is not intended to have all groups with protected characteristics present in each meeting, there will be a strong commitment to connect to and listen to all groups, to be inclusive and to address equality and inequality related issues.

- 4.2 Elected Members may also be part of the LPPs bringing their particular local knowledge, networks and information to the group.
- 4.3 It is not thought appropriate that children or young people form a normal part of the Groups. However, it is thought vital that the LPPs find formal and informal ways of engaging with and listening to their views, for example through other mechanisms such as Youth Forums and Pupil Councils.

- 4.4 Informal mechanisms may be developed with other local structures to ensure good communication and information flows to and from LPPs. Key local forums would be formally invited to provide updates into LPP agendas, for example, Learning Communities and GP Clusters.
- 4.5 Each constituency or service will be responsible for nominating their representative(s) and be asked to review the appropriateness of the representation on an annual basis. Where a member resigns the constituency/service will be invited to nominate new representation.
- 4.6 Members of Locality Planning Partnerships are expected to actively engage in the life and work of the group, albeit in a variety of ways. If there is little or no engagement (other than through legitimate cause such as illness) the Constituency/Service will be invited to review the appropriateness of the representation.
- 4.7 Other members may be co-opted to the group for short periods of time, to offer particular expertise, insight or skill.
- 4.8 A formal Membership list for the LPPs will be drawn up on an annual basis.

5 Code of Conduct for formal meetings

There will be common duty from all members in relation to formal meetings to attend dutifully, prepare diligently, engage constructively, listen respectfully, participate actively (and allow others to participate appropriately), attempt to reach consensus on most issues (but, on occasion, to vote conscientiously) and to respect the position of the Chair.

Once a decision has been made by the Group it is the responsibility of LPP members to publically support this collective decision.

Members will also declare any conflict of interest at the start of any meeting in relation to any agenda item.

6 Office Bearers

- 6.1 A Chair and Vice Chair will be appointed by the LPP from among their membership and will be appointed for a period of up to one year. Individuals can be re-elected Chair/Vice Chair although rotating roles would be encouraged.

- 6.2 The Vice-Chair may act in all respects as the Chair if the Chair is absent or otherwise unable to perform his/her duties
- 6.3 Normally the Chair will preside at the meetings or in their absence, the Vice Chair. If neither is available a chair pro tem will be appointed from within the members of the meeting present.
- 6.4 A member of the group will be appointed to represent the Group on the Strategic Planning Advisory Group of the HSCP.
- 6.5 Roles and responsibilities for all members of the LPP are appended (including Chair, Vice Chair, SPAG representative, community members representing neighbourhoods/villages and officers representing services or disciplines).

A key role for the Chair will be to maintain the Code of Conduct for the Meetings.

7 **Agenda**

The Agenda for formal meetings will be developed by the Chair with support from others including the Locality Manager and the linked Engagement Officer.

8. **Sub Groups/Working Groups**

The LPP may establish long term or short life working/action groups.

These may allow the participation of wider representatives linked to the local priority themes.

The Sub-groups/Working Groups will take a formal note of their meetings and regularly report back to the main LPP.

9. **Meetings**

The Locality Planning Partnerships will meet at a place, time and frequency as agreed by the Group but with, at least 4 formal meetings a year.

Locality Planning Partnerships may want to develop more flexible and responsive ways of meeting and fulfilling their Duties beyond the formal Meetings.

Before every formal meeting of the LPP **notice** will be given to members specifying the meeting place, time and venue normally through electronic means (or by post if that is not available).

No decisions may be made at the Formal Meetings unless a **Quorum** of 50% of the agreed Membership is present. (If the Meeting is not quorate it can still proceed but without the ability to make a formal decision).

No **recordings** of the formal Meetings will be allowed (film, video, tape, digital, photographic, etc) unless with prior agreement from all Group members.

All formal Meetings will be **open to the Public** who may listen to proceedings. However, this would not preclude the groups' entitlement to exclude attendees who are disruptive or who may negatively affect the work of the LPP. It is also the group's prerogative to exclude members of the Press if their presence may impede the work or proceedings of the group.

Consequently, formal public notice will be given for the meetings.

Decisions made within the Group will generally be made by consensus. Where a consensus cannot be reached at one meeting the matter can be carried forward to the next meeting to permit further discussion/resolution or proceed to a vote.

Formal Meetings will be minuted. The Minute will include the names of all members present, those apologising and those in attendance. The draft Minute will be initially approved by the Chair before internal circulation before formal agreement from the Group at the next meeting. Only after this would the Minute be publically available.

Accountability, Governance and reporting

As formal component parts of both the HSCP (IJB) and Community Planning the LPPs will report into:

- The IJB Strategic Planning Advisory Group (a sub-group of IJB)
- The Community Planning Board

The LPPs will also link into the new Community Engagement Co-ordination Group and ensure LPPs are integral to any consultation and engagement activity.

Co-ordination between Localities

It is important that the 6 LPPs have opportunities to share information, approaches and practice. An LPP Chairs Group will provide this space.

Support

- There will be support from statutory partners including:
 - HSCP Partnership Engagement Officers and wider HSCP Planning and Communications staff
 - Thriving Communities staff
- VASA will also support third sector organisation engagement
- Community Planning staff will also support the LPPs in particular, in relation to local LOIP planning and reporting

Appendix a



Appendix b

Roles and Responsibilities

Role and responsibility of all Formal Group members

- To respect the Code of Conduct for the meetings
- To respect the Chair and their management of the Meeting
- To respect the 'constituency' that they are representing within the meetings
- To act as a channel of communication to and from the LPP for their 'constituency'

Role and responsibility of Chair

- To convene formal Locality Planning Partnership Meetings
- To chair meetings and to seek to maintain the Code of Conduct
- To develop the Agenda for meetings with support from others
- To ensure good forward planning for meetings
- To agree the draft Minute of the Meeting
- To oversee decision-making
- To ensure Sub-groups are held to account and report formally to the Group
- To represent the LPP in formal meetings or in written correspondence
- To invite people not respecting the Code of Conduct to leave the Meeting
- To represent the LPP at the other appropriate meetings

Role and responsibility of Vice Chair

- To support the Chair in their role
- To deputise for the Chair in their absence

Role and responsibility of Strategic Planning Advisory Group representative

- To represent the Locality Planning Partnership on the Strategic Planning Advisory Group (SPAG)
- To ensure good communication to and from SPAG to the Locality Planning Partnership

Role and responsibility for community members representing geographical areas

- To represent as best as they are able, their neighbourhood or village in the Locality Planning Partnership
- To bring information from the neighbourhood/village to the Locality Planning Partnership and to take information back from their Locality Planning Partnership to their neighbourhood/village

Role and responsibility for members representing statutory services

- To represent their service area within the Locality Planning Partnership meetings
- To communicate to and from Locality Planning Partnership in relation to their service area

Role and responsibility for members representing professions/disciplines

- To represent their discipline within the Locality Planning Partnership meetings
- To communicate to and from Locality Planning Partnership in relation to their discipline

Appendix c

Suggested Agenda

(Once process re profiling consideration, priority setting and local plan developed)

(Also – likely to be asked to have inputs on key developments)

- Welcome/Apologies
- Conflicts of Interest declarations
- Minute of previous meeting
- Matters Arising
- Action Plan update
 - Formal Sub-group reports as per local plan:
 - Communication
 - Engagement
 - Local Grants
 - Etc
- Formal link reports:
 - Learning Community
 - GP Cluster
 - Community Councils

- Operational updates
 - HSCP
 - Other Statutory Services
- Community Planning update
- Caring for Ayrshire update
- Issues for next agenda

Other issues:

- Elected Members and Wards
- Community Councils

Glossary

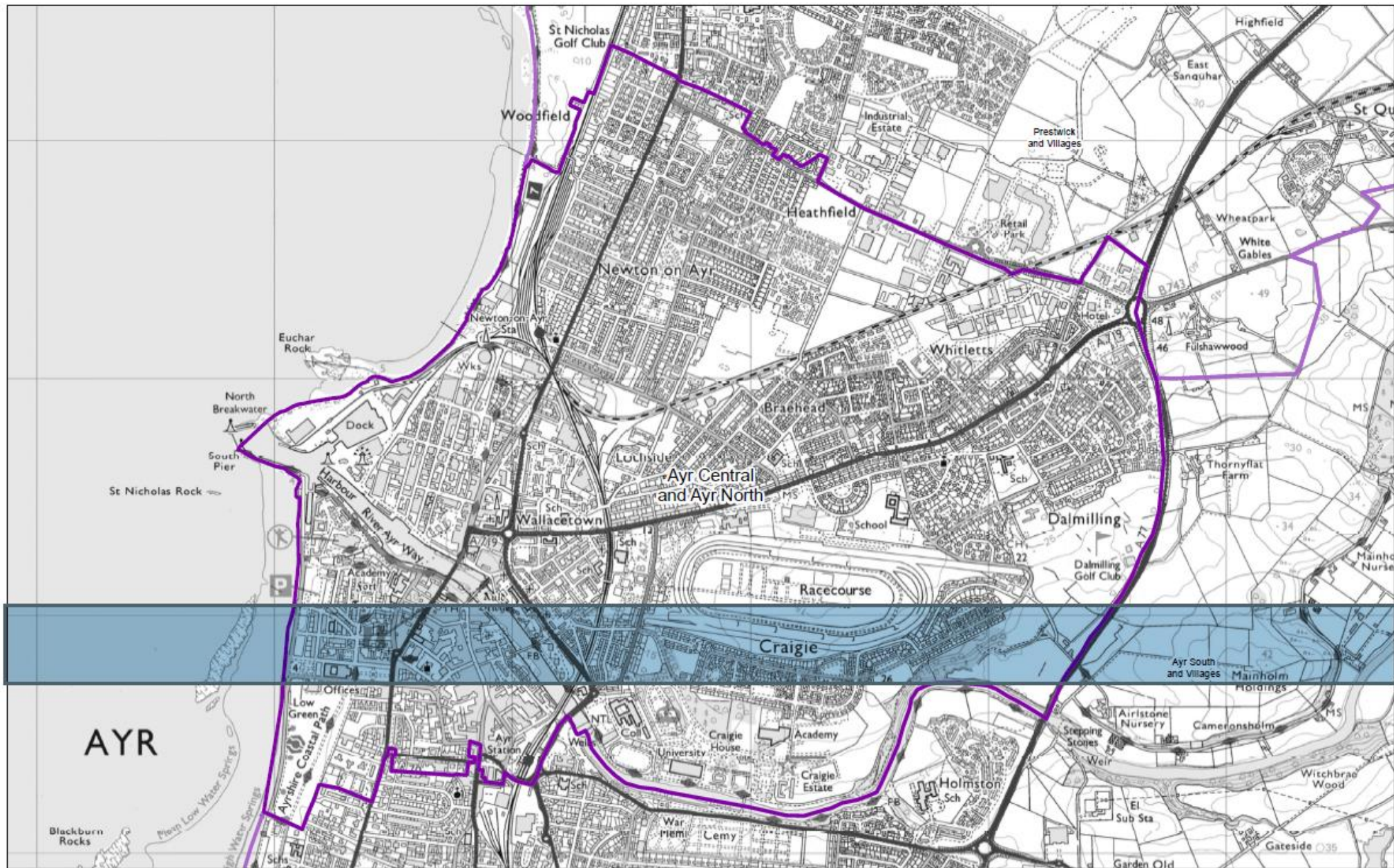
Word or Phrase	Explanation
Integrated Joint Board	
Health and Social Care Partnership	
Community Planning Partnership	
Local Outcome Improvement Plan	
Strategic Planning Advisory Group	
Locality Planning Partnership	
Wellbeing Pledge	
Caring for Ayrshire	
Participatory Budgeting	
Place Planning	
Participatory Budgeting	
Learning Communities	
GP Clusters	

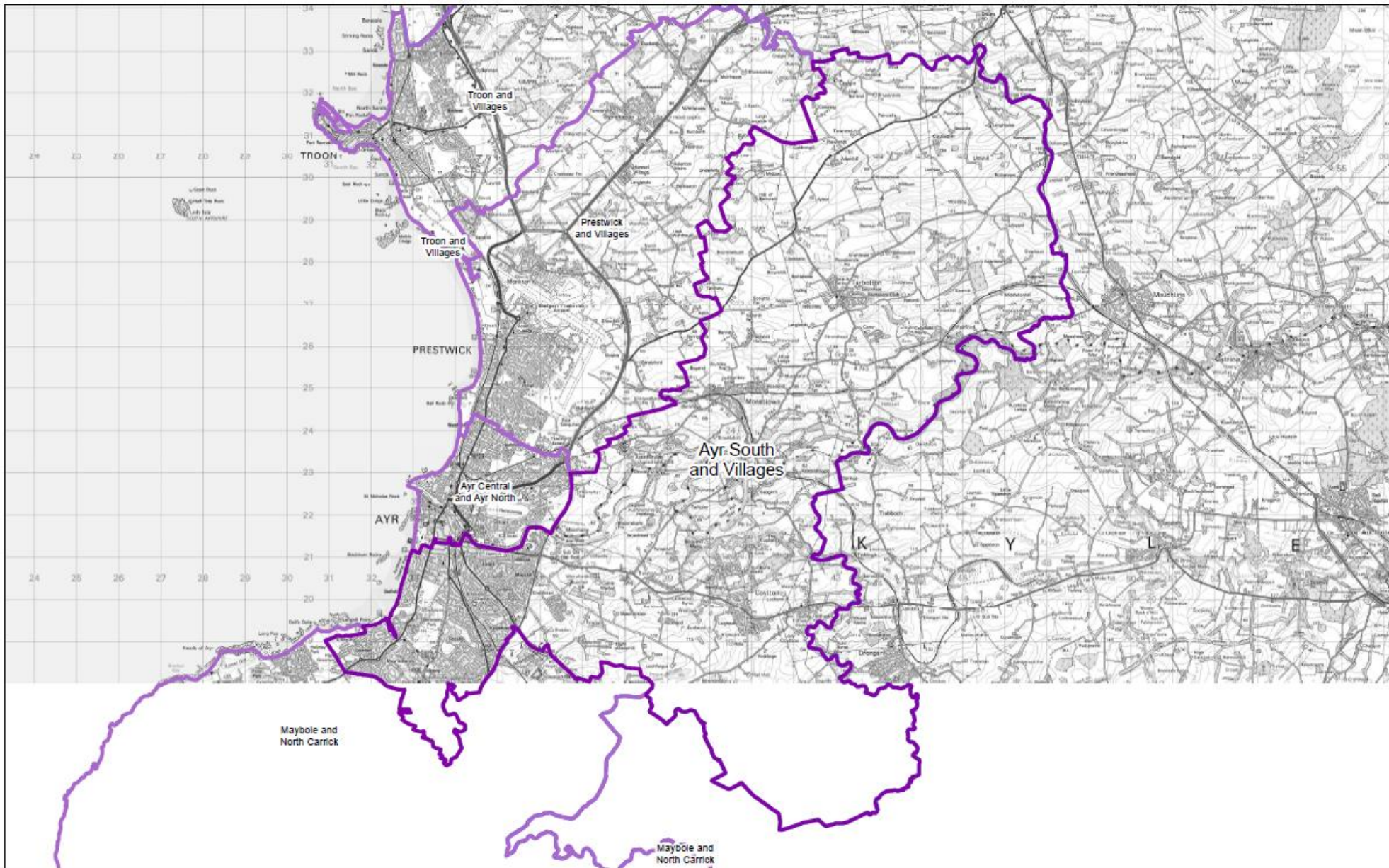


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Proposed new Locality boundary areas

- Note – proposed new area is bounded by purple line

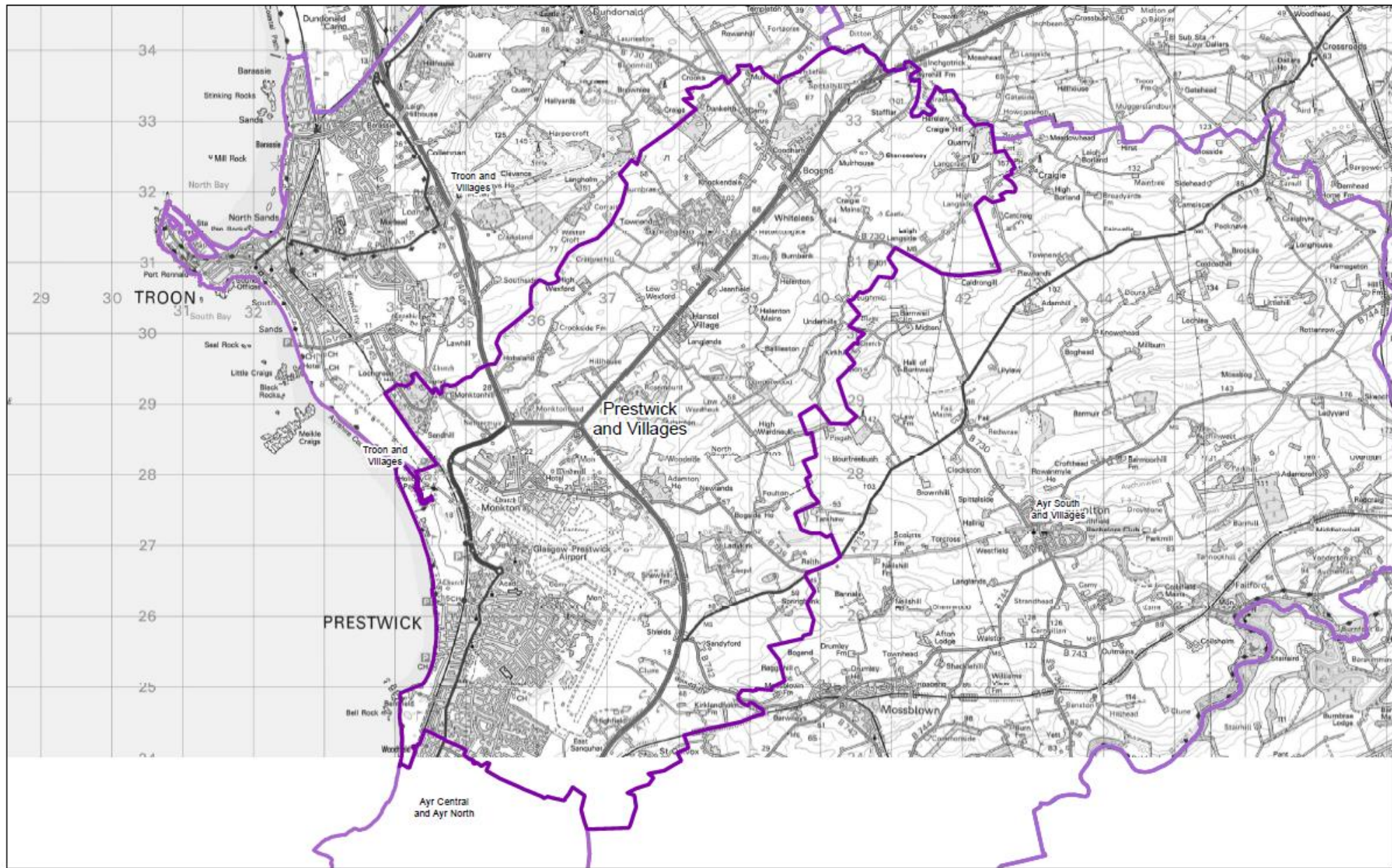




Proposed Ayr South & Villages Locality

Scale 1:83661





Proposed Prestwick & Villages Locality

Scale 1:49757



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South Ayrshire Community Planning Partnership Board



Report by ADP Lead Officer to
Community Planning Partnership Board Meeting of 26th October 2023

Subject: Alcohol and Drug Partnership Strategy: Recovery is Reality, 2023 - 2026

1 Purpose of Report

- 1.1 The purpose of the report is to ask members of the Community Planning Partnership to consider and approve the refreshed ADP Strategy: Recovery is Reality, 2023 – 2026 and to note the activities underway to develop the new ADP Commissioning Plan and Performance Framework.

2 The Board is recommended to:

- 2.1 It is recommended that the Community Planning Partnership approves the refreshed ADP Strategy – Recovery is Reality, 2023 – 2026.**

3 Background

- 3.1 The existing ADP Strategy, Recovery is Reality 2020 – 2024 was developed following extensive consultation with individuals, family members, the local community, and staff.
- 3.2 Over the last two years the ADP has undertaken a Learning Review and a range of related research and scoping studies included extensive consultation with individuals with lived and living experience, practitioners, and managers which have informed the development of the new ADP Change Story.
- 3.3 Following the completion of the ADP Learning Review activities and approval of the approval and launch of the new [ADP Change Story](#) in November 2022, members of the ADP agreed to review and refresh the existing ADP Strategy, Recovery is Reality, to embed the new Change Story and emerging national strategies and drivers.

4 Progress

- 4.1 The refreshed ADP strategy, Recovery is Reality 2023 – 2026, is South Ayrshire's alcohol and drug strategy, which is set in the context of the wider strategic outcomes of the Health and Social Care Partnership and Community Planning Partnership.

4.2 The strategy sets out an ambitious story of change for the coming three years detailing what the ADP wants to achieve and how it is going to achieve the changes including setting out a range of system-wide strategic priorities, outcomes, all linking to national priorities:

- Fewer people develop problem alcohol and drug use.
- People receive and benefit from high quality, person centred services and supports which address multiple disadvantages and reduce risk.
- Vulnerable people are diverted from the justice system wherever possible and those within justice settings are fully supported.
- Children, families, and communities affected by substance use are included and supported.
- Good governance centres on public trust, and the effective delivery of services by the ADP. By prioritising transparency, accountability, public participation, the ADP models good governance.

5 **Next Steps**

5.1 The need for a new ADP Commissioning Plan and Performance Framework were two recommendations from the ADP Learning Review.

5.2 The Commissioning Plan will support the delivery of the new ADP Change Story and Recovery is Reality Strategy 2023 – 2026. The plan will identify the total resources available to the partnership, set out values and desired outcomes identified through the Learning Review activities and link investment to these values and outcomes, and employ a coherent approach to prioritising different areas for investment or disinvestment. The Commissioning Plan will be a key mechanism for turning the ADP ambitions and principles into reality, through the commissioning of creative, compassionate, and collaborative services.

5.3 The new ADP Performance Framework will underpin the Strategy and Commissioning Plan and show the clear links between strategic outcomes and service level outcomes for ADP commissioned services. The electronic performance management system will help the ADP collect data easily, provide dashboards, provide analysis, run reports, and offer service improvement data / ideas to individual services.

5.4 The ADP has agreed a three-phase process for development the new Commissioning Plan and Performance Framework and this work will be completed by March 2024.

Report by: ADP Lead Officer

Date: 9th October 2023



Recovery is Reality

South Ayrshire Alcohol & Drug Strategy

2023 – 2026



PREVENTION



Contents



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34	Taking A Public Health Approach to Justice
36	Implementing Our Strategy
38	Commissioning Our Services
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39	Governance and Accountability Arrangements

Introduction

This is South Ayrshire's alcohol and drugs strategy. It is set in the context of the wider strategic outcomes of the Health and Social Care Partnership and Community Planning Partnership.

Our refreshed third strategy has been developed in partnership with individuals, families and communities across South Ayrshire. Our Strategy builds on previous partnership work and also reflects new national policy direction and national outcomes, along with the recommendations from our ADP Learning Review.

Our Learning Review assessed the ADP's ambition, presence, structure and function, and assessed, in particular, the degree to which ADP-funded services are meeting shifting priorities and outcomes. Our Learning Review also built upon the initial evaluation, extensive consultation, review of needs assessment, evaluation and self-assessment information; all of which has now identified local strategic priorities.

Our ADP is a strong and ambitious partnership, full of energy, commitment and hope who are committed to developing relationships, building connections and

embedding our collaborative approaches. We are working together to ensure everyone in South Ayrshire receives the support which meets their needs, when they need it.



Who are we?



South Ayrshire Alcohol and Drug Partnership (ADP) was established in August 2009 following the publication of [A New Framework for Local Partnerships on Alcohol and Drugs](#). The framework proposed that ADPs should be established in each locality area, firmly embedded in local planning arrangements. For South Ayrshire, the ADP was established as a thematic group of the Community Planning Partnership (CPP). In 2015 we became a thematic group within the Health & Social Care Partnership (HSCP).

Our partnership involves over **100 individuals** from a wide range of settings including:

- ▶ Community Justice Ayrshire Partnership
- ▶ Department of Work & Pensions
- ▶ Family members and carers
- ▶ Health & Social Care Partnership
- ▶ Individuals with lived experience
- ▶ NHS Ayrshire & Arran
- ▶ Police Scotland
- ▶ Scottish Fire and Rescue
- ▶ South Ayrshire Council
- ▶ Third sector services

As a partnership, we are tasked with working together to implement evidence-based alcohol and drug strategies based on local need and ministerial priorities. Our strategic priorities are designed to contribute to the Scottish Government's strategies [Rights, Respect and Recovery: Alcohol and Drug Treatment Strategy, 2018](#), [Alcohol Framework 2018: Preventing Harm](#), the [Public Health Priorities for Scotland, 2018](#), [Scottish Drug Deaths Taskforce Evidence Based Strategies](#) and the [National Drug Mission Plan, 2022 - 2026](#)

Our activities also contribute to the outcomes and activities detailed within the [South Ayrshire HSCP Strategic Plan, 2021 - 2031](#) and [CPP Local Outcome Improvement Plan \(LOIP\) 2017](#). Our activities will also contribute to outcomes in a range of local plans including the [Children Services Plan 2020 - 2023](#), the [Local Housing Strategy 2017 - 2022](#), and the [Community Justice Ayrshire Outcomes Improvement Plan 2018 - 2021](#).

We are responsible for the allocation of Scottish Government funding for alcohol and drug services in line with our local priorities and ensuring our services are high quality, person-centred and support individuals to achieve their full potential.

Our Current Strategy

This is our third partnership strategy which has been refreshed in light of the national priorities and local ADP Learning Review. Our revised strategy sits within the context of The Scottish Government's recently published self-assessment template for ADPs, a useful resource to assess and guide our next steps.

Quality Standard 1 states:

“ The ADP [must have] a Strategic Plan for delivery of identified outcomes which ensures adequate alignment with other aligned strategic plans (Transparency and Effectiveness, Inclusion, Planning Cycle, Needs Assessment, Whole System Approach, Resources and Delivery, Outcomes)”

Within that context, our refreshed third strategy takes into account the [National Drug Mission Plan, 2022 - 2026](#), [Medical Assisted Treatment \(MAT\) Standards](#), the [Drug Death Task Force Final Report](#), [Pathways into, through and out of Residential Rehabilitation](#) and [Drug Deaths Taskforce response: cross government approach](#) as well as local priorities.

The key learning from our Learning Review and a range of local self-assessment activity and evaluation reports and performance

management information from our local services have also been considered.

Our strategy remains rooted in the current national strategy [Rights, Respect & Recovery, 2018](#), taking account of the ADP Ministerial Priorities, national policies and strategic drivers, legislation, and good practice guidelines.

The ADP Learning Review

The 2020-21 ADP Learning Review involved a number of activities in support of the ADP and the development of this updated Strategy: -:

- ▶ a process evaluation of the partnership.
- ▶ an outcomes evaluation of funded services.
- ▶ a summative evaluation.
- ▶ an evaluation of Connect4Change.
- ▶ a residential rehabilitation scoping study.
- ▶ a study into a one-stop-shop model for South Ayrshire.
- ▶ a study into the experiences of vulnerable people with complex needs.
- ▶ a test of change for support for young people.
- ▶ mapping, research and test of change activities to inform whole family and family inclusive approaches.

Our strategy has been written for the people of South Ayrshire and continuous consultation and feedback will be an essential part of the delivery of the strategy.

Our Strategic Vision

INDIVIDUALS, FAMILIES
AND COMMUNITIES ARE
ABLE TO BUILD ON THEIR
STRENGTH AND ASSETS
TO HELP REDUCE THE
IMPACT OF ALCOHOL AND
DRUGS ON THE POPULATION
OF SOUTH AYRSHIRE



Our Change Story

How our ADP will meet this vision is a bold, hopeful and achievable story of change. It reflects the way of working in our ADP which is **collaborative, open and based on relationships**. These are the values that will guide our collective journey.

We are seeing results, but we want to do more. **Here is our story of change for South Ayrshire -**

What is crucial in reducing 'alcohol and drug related harm is ensuring that **those who need help are able to receive it quickly** and in an way which meets their needs. To help make this happen, we will provide immediate response pathways for those who experience a non-fatal overdose; give vulnerable people the option to begin medication-assisted treatment as soon as they wish to; and train individuals, families, staff and the local community to provide Naloxone kits to people at risk, which can save lives in cases of opioid overdose.

We're also further developing ways to reach out to those not in services – **through our intensive, flexible and person-centred support service**, and through new assertive outreach methods including an outreach vehicle.

In the coming time, we will set up more community-led spaces across South Ayrshire so looking to access support for any aspect of their alcohol or drug use can make immediate contact with other relevant services located under the same roof. **We call this our one-stop-shop hub and spoke model.**

We are also developing support to individuals affected by alcohol or drug use who are involved with **justice services**, providing peer-led recovery focused activities to those in prison and increasing understanding of the

RECEIVE
Help
QUICKLY



support needs of people once they leave custody and return to the local community. As well as developing our partnership working and peer-based support with the police.

It's also critical that people receive the kind of **longer-term treatment and recovery support** which is pivotal in making recovery a reality.

We continue to support the development of the local recovery community including a range of peer-led recovery groups and activities across South Ayrshire, and provide volunteering, training, education and work experience opportunities for people in recovery and family members.

We are also working with partners across acute, mental health, housing, justice and third sector services to help people get enhanced support when they need it, including more for mental health issues and providing intensive **support for people at times of transition.**

We know too of the importance of **increasing local understanding of the impacts of trauma**, so that people receive trauma-informed support at each stage of their recovery journey. We have developed our Trauma Pledge and are supporting organisations to become trauma informed services.

We have developed new arrangements to give people in South Ayrshire better **access to long term residential rehabilitation**, providing intensive preparatory and aftercare support, including peer support, family support and links to community based supports in South Ayrshire.

We are committed to embedding a **whole family approach and family inclusive practice** where children, families and carers receive support in their own right, and have the opportunity to be involved with a loved ones recovery. We are working collaboratively to drive this work forward.

Of course, an important aspect of reducing drug and alcohol-related harms is working to **prevent issues from arising** in the first place.

We embrace the principles of prevention and early intervention in our activities, including drug and alcohol education for young people in South Ayrshire's schools.



WORKING TOGETHER TO END STIGMA



We recognise the need to **improve support available for young people** in a way which meets their needs, and we are working together with partners to further develop support for young people affected by their own or someone else's alcohol or drug use.

WORKING IN CLOSE COLLABORATION



All of this work naturally involves us **working in close collaboration** with people and organisations across all of South Ayrshire. We work across health, education, social services, emergency services and with the strong peer recovery communities in South Ayrshire. All our work is grounded in the shared **motivation to work together** to ensure those who access our services get the support they need and see the changes they want in their lives.

We are seeing more people affected by alcohol or drug use **know where and how to get support**. We are breaking down some of the barriers which currently prevent people accessing support.

We know that stigma can have a significant impact on individuals and families and can be a barrier for people coming forward for support. We are working together to **reduce stigma** including developing our *ADP Stigma Charter* and supporting organisations to embed our Charter within their cultures.

We believe that everyone has a right to access the care and support they need, and we are working together to embed a **human rights-based approach** across our partnership, as well as further developing advocacy-based support. Our lived experience led group are developing human rights and stigma awareness training.

More people will benefit from **intensive and flexible support** when they need it, including rapid access to medication assisted treatment and related support, and more people will benefit from being able to access residential rehabilitation as part of their recovery journey.

In the longer-term, everyone who needs it will receive **tailored support** as and when they require it, and for as long as they need it, the people most at risk of harm will be supported assertively.

We are changing how we commission our services

TAILORED SUPPORT



to ensure we take a **collaborative approach** and services are in line with our priorities and are as effective and responsive to local needs as possible.

Ultimately we believe these changes will result in a **reduction in the harm caused by alcohol and drugs**, and a reduction in the number of people who are dying as a direct result of alcohol or drug use.

Our partnership is strong and driven by **innovation, relationships and listening to each other**.

We are committed to ensuring the views of people with living and lived experience, including families and carers, are embedded in our work. We will continue to build on and develop our mechanisms to ensure **everyone's voices are heard**.

Our partnership is a key place for people to come together, in a **spirit of collaboration**, to improve local services and bring about positive change in the lives of people in South Ayrshire.

Frontline staff, peer workers, service leaders, the recovery community and those in most need of intensive support: everyone has a part to play in making **recovery a reality** in every community in South Ayrshire.

That is our Change Story



**WHERE?
TO GET
SUPPORT**



Our Strategic Approach

From our Change Story, and in the delivery of our strategy, we believe that we must continue to consider the role of individuals, families, communities, services and the culture collectively, rather than in isolation (**Figure 1**).

We understand that problematic alcohol and alcohol use can be a reflection of other factors that include individual and community vulnerability: poverty, family conflict and violence, wider inequality and experience of adversity in childhood and adolescence along with involvement of the police and justice services. We also understand that shame and stigma can make it difficult for individuals and families to ask for help and support and engage with treatment and recovery supports.

Our strategic approach recognises the importance of social and community connections in enabling people to feel valued and connected and we believe that the care they receive from our services can play a significant part in their journey. Our strategy is underpinned and guided by our shared commitment to work more collaboratively, be open to new ways of working and to continually strive to create positive relationships. Evidence of the ADP working through these core principles can be found [here](#).

We recognise that socioeconomic circumstances and other existing lifestyle risk factors and health conditions have a role to play in determining the harm resulting from alcohol and drug use. We acknowledge that there are a number of policies, services and interventions which can help reduce the negative impacts of drug and alcohol use on individuals',

families and communities. These include high quality relationship-orientated universal services; early years support and interventions; place-based initiatives that are addressing poverty, insecurity of income, housing and food, green spaces and activity; public protection and access to employment. Our approach is considered in the context of national and local strategies which are focused on addressing these issues. We also recognise that the degree to which we are successful in delivering our local strategic priorities will be dependent on the implementation of the national alcohol and drug strategies.

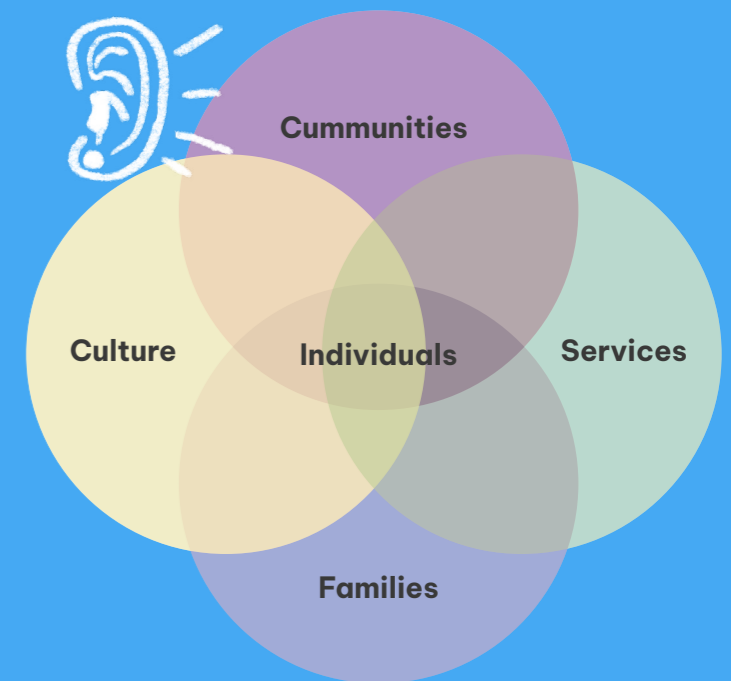
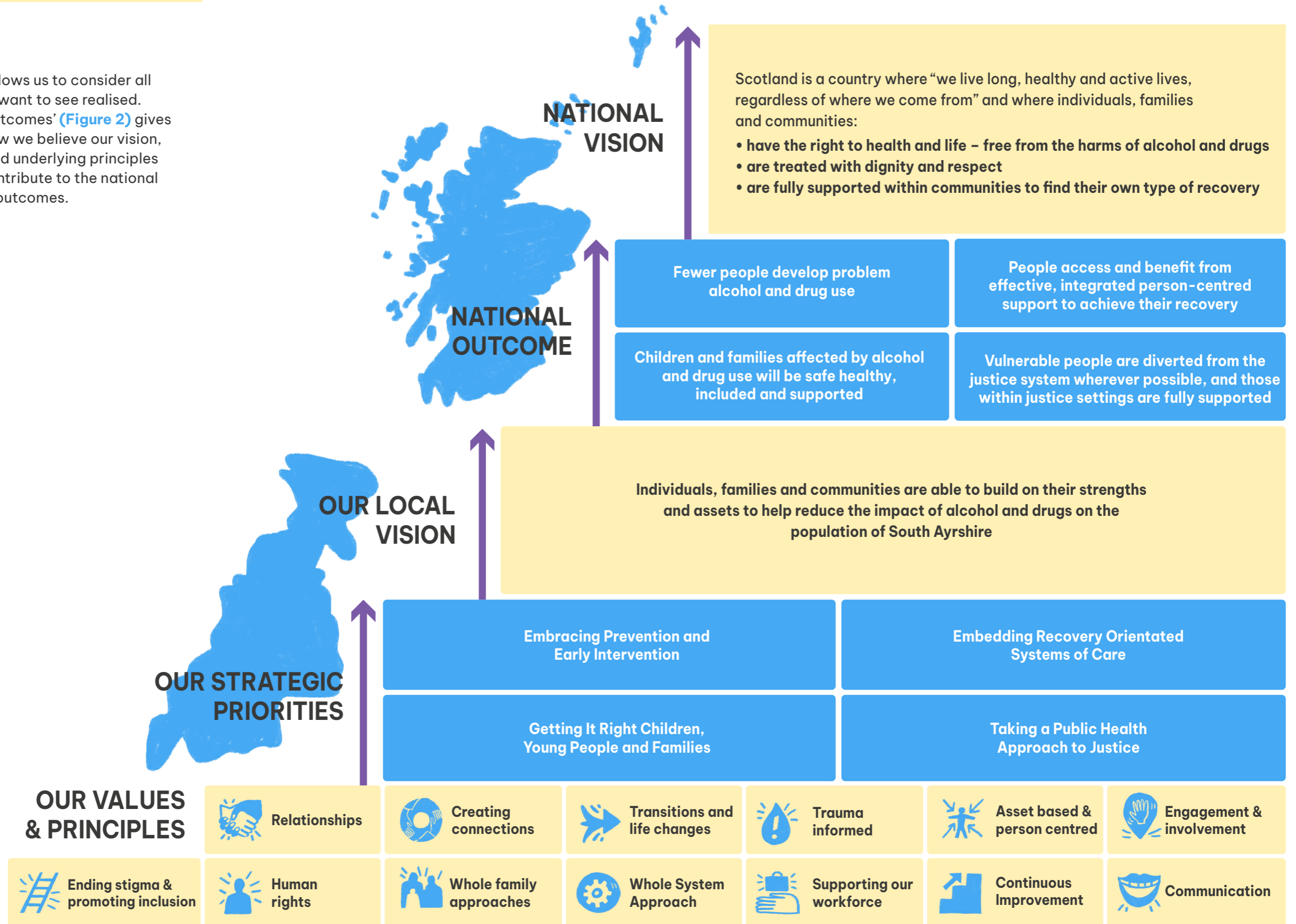


Figure 1: Our strategic approach

Delivering Our Outcomes

This framework allows us to consider all the outcomes we want to see realised. 'Delivering Our Outcomes' (Figure 2) gives an overview of how we believe our vision, local priorities, and underlying principles and values will contribute to the national alcohol and drug outcomes.



Our Outcomes

Figure 3 Our local outcomes have been developed giving consideration to national alcohol and drug strategy outcomes.

1. Fewer people develop problem alcohol and drug use



- a) Reduce inequalities experienced by people who are at risk of developing problems with alcohol and drugs
- b) Young people receive evidence based, effective holistic interventions to make informed choices and prevent problem alcohol and drug use
- c) Increase in the number of people at risk of alcohol or drug problems linked to positive environments and opportunities
- d) Increase in individual and community wellbeing, resilience, and social connectedness
- e) Supply of harmful drugs, and availability of alcohol is reduced



2. People receive and benefit from high quality, person centred services and supports which address multiple disadvantages and reduce risk



- a) Overdoses are prevented from becoming fatal
- b) Improve access to harm reduction and low-threshold services and community based supports
- c) All people are offered evidence based harm reduction and advice
- d) People at high risk are proactively identified and offered support
- e) People are supported to make informed decisions about treatment options
- f) People have the option to start medication-assisted treatment from the same day of presentation
- g) People are supported to remain in treatment and recovery support for as long as requested
- h) Residential rehabilitation is available for all those who will benefit
- i) Advocacy is available to empower individuals
- j) Wider and often coexisting health and social care needs are addressed through informed, compassionate services e.g. housing, mental health
- k) Grow and expand Scotland's recovery communities into wider community settings
- l) Individuals leave services with their outcomes achieved and are connected to aftercare and community (of choice)

3. Vulnerable people are diverted from the justice system wherever possible and those within justice settings are fully supported



- a) Effective pathways between justice and community services are established
- b) Improve treatment in justice settings in line with the appropriate standards and guidelines
- c) Increase use of diversion from prosecution and alternatives to custody wherever appropriate
- d) Increase the effective and consistent use of justice Throughcare services

4. Children, families and communities affected by substance use are included and supported



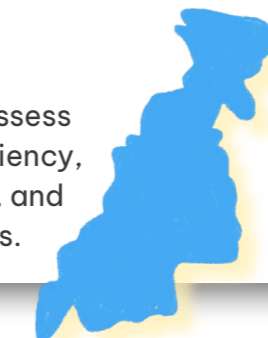
- a) Family members are empowered to support their loved one's recovery
- b) Family members are supported to achieve their own recovery
- c) Young people have early access to support for emerging problem alcohol and drug use
- d) More children, families and young people are involved by services in decisions made about their care and about service design and delivery
- e) More children, families and young people's services are high quality and evidence based
- f) Communities are resilient & supportive



5. Good governance centres on public trust, and the effective delivery of services by the ADP. By prioritising transparency, accountability, public participation, the ADP models good governance.



- a) Quality Improvement methodologies are used continuously enhance the effectiveness, efficiency, and quality of its services.
- b) A robust evaluation framework is used to assess the effectiveness, efficiency, and impact of our own, and commissioned, services.
- c) Effective monitoring mechanisms are used to ensure ongoing oversight and compliance with policies, regulations, and the ADP Change Story.
- d) We strive for improved accountability, actively engaging with the public, seeking their input and involvement in ADP decision-making processes



Our Underpinning Values and Principles

- what will guide our strategic journey?

As a partnership we are united by a set of underpinning values and principles which we believe are essential in achieving our strategic vision.



The importance of relationships

We believe that effective relationships, trust and connections underpin everything we do, and without this, the effectiveness of our support and interventions are reduced. At an individual level this relates to the relationship between a staff member and the individual or family they are supporting. At a service level this includes relationships between staff within their own organisation, and between other organisations. At a community level, relationships are essential to ensure individuals feel connected and supported in their community, and our services are truly embedded in the community.



Creating connections and opportunities

As individuals and communities we thrive on feeling connected and valued. We believe that isolation and loneliness can contribute to problematic alcohol or drug use, and also have a negative impact on individual and family recovery. We are committed to further developing opportunities for individuals, families and communities to feel valued and included. We will build on, and expand the range of volunteering, training and social activities available in South Ayrshire and promote inclusion for all.



Transitions and life changes

We recognise that times of transition e.g. moving from hospital or prison to community settings, moving from care or temporary accommodation into your own accommodation, ceasing use of prescribed medication or leaving treatment services, can be challenging and may result in negative life choices or be a trigger for relapse. We will review and further develop pathways across these services and settings to ensure that people are fully supported at times of transition, with additional and flexible support tailored to their needs, and ongoing after care which continues to help maintain stability.



Collaborative Working

The importance of collaboration has been shown in the findings of our broader ADP Learning Review. We have taken steps to develop our collaborative working at a services level through our new commissioning approaches and at a strategic level through the new joint statutory and third sector chairing arrangements for ADP Subgroups and our joint commitments with the Children's Service Planning Group. We are committed to further developing our collaborative approaches across the full breadth of the partnership.



Innovation & Openness to Change

An openness to new ways of working has been shown as important through the evaluation of our pilot and test of change activities and through the broader ADP Learning Review. This includes exploring how we adopt flexible approaches to where and how we deliver our services to meet the needs of people accessing support, as well as how our services adapt and respond to local need and external influences. We are committed to further developing our innovative approaches and being open to new ways of working to improve outcomes for individuals and families looking for support.



Whole system approaches

We believe that problematic substance use rarely occurs in isolation. To reduce the harm caused by alcohol and drug use and to support people into long term sustained recovery, we need to consider a wider range of fundamental issues such as positive mental health, good quality housing, reducing poverty and tackling inequalities. We are committed to working more effectively together, as part of a whole system approach, to improve outcomes for individuals, families and communities.



Whole family approaches

We believe that a whole family approach can provide practical and therapeutic support for a child, their parent/carer and the extended family. A whole family approach also considers the implications of recovery on the child and recognises the importance of creating space for children to be listened to, which will enable us to understand the changing dynamics associated with parental recovery. We will ensure our services are working within a whole family support approach where the needs of children and young people are considered as part of the parents' recovery journey. Moreover, our services support children and young people to understand the change in relationships during their parents' recovery.



Involving individuals, families and communities

We remain committed to ensuring the voices of individuals, families and communities are heard within the development and delivery of our services and support. We will build on our existing engagement mechanisms and to ensure our services and support are coproduced.



Asset based and person-centred approaches

We will ensure our services and activities adopt asset based and person-centred approaches to ensure people are treated with dignity, compassion and respect. By taking this approach, we will support people to increase their knowledge, skills and confidence to effectively manage and make informed choices to move forward with their life.



Trauma informed approaches

We recognise the significant impact that living through traumatic events, at any stage of your life, can have and the relationship to increased risk of poorer health (including problematic alcohol and drug use), social, education and justice outcomes. While experiencing trauma can increase the risk of poor life outcomes this is not inevitable and we recognise the importance of resilience and adaptation, and the strength of protective factors at an individual, family and community level such as positive relationships, social networks and problem-solving skills.

We support the approach that trauma is ‘everyone’s business’ and that our workforce has a role to play in understanding and responding to people affected by trauma. We also recognise the increasing evidence base of the impact of experiencing multiple Adverse Childhood Experiences (ACEs), including increased health-harming behaviours such as problematic alcohol or drug use, offending behaviour, depression and premature death.

We will support a multiagency coordinated approach to ensure the needs of children and adults affected by trauma are recognised, understood and responded to, and we will work together to ensure we are trauma-informed and trauma-sensitive organisations.



Ending stigma and promoting inclusion

We recognise that individuals and families affected by alcohol or drug use may experience stigma which may have a significant impact on their recovery and integration within their local community. We will work to ensure services, activities and resources promote recovery in a non-stigmatising way, and we will continue to work to increase the knowledge, understanding and context around alcohol and drug use.



Human Rights Based Approach and Advocacy Support

We are committed to ensuring that the human rights of individuals are at the heart of policies and practice. We will work to ensure that a human rights-based approach is embedded in our service planning and delivery. We are also committed to ensuring independent advocacy-based support is available for individuals and families across South Ayrshire.



Supporting and developing our workforce

Our workforce, volunteers, peers and staff are the backbone of our organisations and we are committed to ensuring individuals are confident, appropriately trained and supported to undertake their role. The wellbeing and resilience of our workforce are of paramount importance and we will work together to ensure appropriate support is available. We believe that leadership takes place at all levels and we will support our workforce to take on leadership roles and develop innovative approaches to delivering effective services.



Communication

We recognise that communication and information sharing are essential for everything we do and we will work to ensure appropriate information sharing arrangements are in place across our partnership. We are also committed to providing resources which provide accurate and clear information, and deliver key messages which support our strategic vision. We will further develop our use of web and social media platforms to provide information in easily accessible formats.



Continuous improvement

As a partnership we are committed to ensuring our services are high quality, accessible and flexible to individuals’ needs. We are committed to self-evaluation and ongoing service improvements and will further develop our processes to support these activities. We will ensure our services are delivered in line with the [Quality Principles: Standard Expectations of Care and Support in Alcohol and Drug Services](#) and the emerging national [Medication Assisted Treatment Standards](#) and access to alcohol treatment and support guidelines.



Our Strategic Priorities

① Embracing Prevention and Early Intervention

② Embedding Recovery Orientated Systems of Care

③ Getting It Right for Children, Young People and Families

④ Taking A Public Health Approach to Justice

1

Embracing Prevention and Early Intervention

As a partnership we recognise the importance of prevention and early intervention approaches in improving opportunities and life chances for everyone in South Ayrshire. We believe that our prevention and early intervention approaches should be embedded across the life course, from pre-birth and parenting support to ensure our youngest children achieve their developmental milestones, to supporting our older population who may be socially isolated and turn to substances as coping mechanisms.

We also recognise that in order to reduce the risks and adverse impacts of alcohol and drug use that we need to work collectively across our Community Planning Partnership to improve the socioeconomic life circumstances and experiences of individuals, families and communities and the places in which they live. This also includes the impact that wider drivers such as affordability, availability and marketing can have on alcohol and drugs use (both legal and illegal) at an individual, community and population level.

Alcohol and drug use can have a negative effect on anyone, however, the relationship between significant adverse impacts of alcohol and drug use including premature death, and socioeconomic inequalities are well recognised with the most disadvantaged communities experiencing the poorest outcomes. Structural inequality (insecurity of income, housing and food) shapes and informs the way we grow and develop from infancy and across our lives while relational inequality (the absence of nurture/experience of safety in relationships as evidenced in adult distress, conflict, violence and control is no less impactful). The two together are more potent and impactful.

We continue to see the significant strength of inclusion and participation, and how feeling valued and connected to your community can have a positive impact on individuals, families, and communities. We are committed to working together to reduce the gap in outcomes for individuals living in the most and least deprived areas, and ensure our communities are safe, inclusive and promote positive health and wellbeing.



By working together, we will:



continue to promote the **'No Alcohol, No Risk'** message to women of childbearing age, partners and families, and embed the FASD awareness raising, training and activities.



raise awareness of the link between Adverse Childhood Experiences (ACEs) and young people's development and behaviours, and how ACEs may impact those we support.



support the implementation of the **new national programme of alcohol and drug education in schools** and the provision of education based resources in **non-traditional settings**.



develop innovative approaches of engaging and supporting individuals drinking at harmful and hazardous levels who are attending **GP surgeries and acute services**.



continue to deliver **Alcohol Brief Interventions** in priority settings and further expand into non-priority settings.



implement our **ADP Stigma Charter**.



support the delivery of **blood borne virus, sexual health, Tuberculosis and tobacco agendas** through prevention, testing and cessation programmes.



engage with Licensing Forums, **local partners and Licensing Boards** to consider alcohol related harm data, marketing and the availability of alcohol.



increase **access** to information on services, support and recovery activities through web based and social media platforms.



promote **inclusion** for everyone, including supporting the development of safe, alcohol free community spaces.



regularly review our surveillance and needs analysis information, including referral and eligibility criteria, to ensure we take an intelligence-led approach to our service delivery.



provide training and development opportunities to support our workforce to feel confident to 'ask the question', and have the knowledge and skills to meet the needs of individuals and families affected by trauma.



work together to deliver briefing sessions to increase understanding of trauma, its impact and protective factors across the wider workforce and local community.

2

Embedding Recovery Orientated Systems of Care

We believe, and have seen, that everyone can recover from problematic alcohol or drug use with the right support and opportunities at the right time. We recognise the power of positive relationships, connections and inclusion on an individuals recovery and are committed to continuing to removing barriers and expanding the range of support available. We value the role of individuals with lived experience supporting others on their recovery journey and being part of our workforce, and we are committed to continuing to expand the range of peer led recovery activities, training and volunteering opportunities available across South Ayrshire.

We will continue to work together to develop and embed our Recovery Orientated System of Care (ROSC) model across all services and local communities where:

- ▶ We believe that recovery is possible and at the centre of all services and supports we provide
- ▶ Individuals with lived or living experience have a key role in the planning and development of services and supports
- ▶ We will empower people to own their recovery and staff will support their recovery journey
- ▶ All recovery support focuses on individuals strengths and assets
- ▶ Volunteering, training and development opportunities are available to support individual recovery journeys
- ▶ People in recovery support others along their path to recovery
- ▶ Family members will support each other in their recovery journey
- ▶ Individuals and families in recovery are included and integrated in their local community
- ▶ People in recovery support their communities
- ▶ Our communities will support their members through recovery



By working together, we will:



Improve **communication and referral routes** between services, ensuring equity in access to services regardless of where you live.



ensure individuals with **lived or living experience** are involved in the review and development of our services and support.



embed the **human rights** based approach across our services and increase advocacy based training and support.



continue to develop and embed approaches to ensure people receive intensive support at time of **transition** e.g. leaving hospital, ensuring ongoing support is tailored to need.



continue to embed the Medication Assisted Treatment (**MAT Standards**) across South Ayrshire ensuring experiential views inform service improvement activities.



implement, monitor and evaluate our **residential rehabilitation** community infrastructure and funded placement model.



Implement our Hub and Spoke **One Stop Shop model**, including our outreach vehicle.



Consider and **learn from the experiences** of our residential rehabilitation pathway and model, and develop our long term strategic ambition.



Implement the key learning and recommendations from our **Multiple & Complex Needs Study**.



undertake a research and scoping study to increase our understanding of the **support needs of women**, including women who are parents and implement improvement actions.



further develop joint working and **joint working between mental health and alcohol and drug services** to support access and outcomes for people who experience mental health, alcohol and / or drug problems.



enhance **partnership** working between statutory and third sector services to ensure transitions between services are streamlined and individuals feel supported e.g. joint reviews and relationship building prior to transfer.



strengthen our joint working with **housing and homelessness services**.



explore opportunities for our services and peer approaches to become **integrated** with the emerging primary care multidisciplinary teams.



further develop and expand **group work activities**, including peer led, self-management and topic specific groups, tailored to local need.



support the ongoing development of recovery communities, including online options, and evening and weekend activities to ensure there are **no barriers to accessing** recovery activities across South Ayrshire including those not easily able to access major towns.



expand the range of education, volunteering, training and work experience **opportunities** available to support people in their recovery journey.



support services to embed **peer-based approaches** in their workforce.



develop a comprehensive **workforce development plan** for volunteers, peers and our workforce, which considers individual well-being and resilience, offers peer support, training and development opportunities.



further **develop** our evaluation and self-assessment processes to ensure our services offer high quality care.



continue to implement the Drug and Alcohol Information System (**DAISy**) and the Recovery Outcomes (RO) tool across our alcohol and drug services.



embed [The Delivery of Psychological Interventions in Substance Misuse Services in Scotland](#) report across our local services.

As a partnership we recognise the significant harm which can result from dependent substance use, including the increased risk of an alcohol or drug related death. We have seen an increase in drug related deaths, often older people who have experienced complex physical and mental health, and social harms, related to their substance use.

We will work together to develop innovative, flexible and assertive outreach approaches to engage with individuals most at risk and provide support tailored to their needs.

By working together, we will:



review all suspected **drug related deaths** and implement key learning across our services to support those most at risk.



review the Alcohol Deaths Review Guidance from Alcohol Focus Scotland and consider local improvement actions to reduce alcohol related deaths.



develop innovative approaches to **engage** those at risk of an alcohol or drug related death in services and support, including individuals experiencing a non-fatal overdose.



further develop the **provision** of injecting equipment provision, naloxone and related advice and support.



consider the potential role of **C4C** as it relates to other key developments and strategic priorities of the ADP, for example with regards to residential rehabilitation and the proposed one stop shop.

3

Getting It Right for Children, Young People and Families

As a partnership we recognise the impact alcohol or drug use can have on children, young people, families and carers, and the significant number of child protection cases related to substance use. We will work with the Child Protection Committee to ensure our services identify and respond to children, including unborn babies, who are at risk of harm due to parental or carers' substance use.

We also recognise the positive benefit children, families and carers can have on an individual's recovery journey. We believe that adopting a whole family approach can provide practical and therapeutic support for a child, their parent/carer and the extended family. This approach also considers the implications of recovery on the child and recognises the importance of creating space for the child to be listened to, to enable us to understand the changing dynamics associated with parental recovery.

We recognise the impact of substance use on young people, including young people with emerging substance use problems and that periods of transition or life changes can be particularly challenging. We will work to ensure young people affected by substance use are fully supported during these times.

We are committed to further developing early intervention approaches to identify young people affected by substance use and ensuring appropriate support is provided. We believe that positive roles models, structure, inclusion and opportunities can empower our young people to identify their interests and passions, and achieve their full potential.



By working together, we will:



create opportunities to listen to children, young people, families and carers to increase our understanding of the types of support and opportunities they would find helpful, informing the development of our services and activities.



ensure our services adopt **early intervention approaches**, identifying individuals at risk of someone else's substance use and providing tailored support to meet their needs.



Roll out the support for young people test of change across all secondary schools in South Ayrshire removing barriers to accessing support.



ensure our services provide tailored support for **parents**, particularly at times of transition, and support them to develop life skills to become confident parents.



Implement the key learning and improvement activities from our **Whole Family Approach Phase 1 & 2 activities** including streamlining of referral pathways and creative commissioning.



Continue to work alongside South Ayrshire's Children Services Planning Partnership to implement the emerging **South Ayrshire wide Whole Family Approach**.



develop **education materials** aimed at raising awareness of the impact of substance use on families, and dispel myths and tackle stigma which may hinder individuals and families approaching services for support.



ensure our services and activities are **designed to support** the needs of young people with emerging alcohol or drug issues, including volunteering and training opportunities, positive role models and peer-based approaches.



further develop **alcohol free family focused activities** across our recovery communities, promoting family inclusion.



ensure our services create supportive and **nurturing environments** and our staff are aware of the importance of language to ensure we foster compassionate conversations.



ensure actions relating to support for **young people, families and carers are seen as a priority**, including streamlining of pathways and the creative commissioning of services.



Ensure **learning from the Whole Family work** will be a key component of the new ADP Performance Framework and, in particular, we will measure the degree to which there is ongoing evidence of improving family wellbeing, reduced inequalities in family wellbeing, a reduction in the number of families requiring crisis intervention, a reduction in the number of children and young people living away from their families and an increase in families taking up wider support.



4

Taking A Public Health Approach to Justice

As a partnership we recognise the relationship between alcohol and drug use, and involvement with the justice system. We also recognise that living through traumatic events, at any stage of your life, can lead to the increased risk of poorer health, social, education and justice outcomes.

While alcohol or drug use, and experiencing trauma can increase the risk of poor life outcomes we believe this is not inevitable, people can and do recover. We recognise the importance of resilience and adaptation responses, and the strength of protective factors at an individual, family and community level such as positive relationships, social networks and problem-solving skills.

We will work with our partners, including Community Justice Ayrshire Partnership, to create opportunities to divert people, affected by alcohol or drug use, away from the justice system and into community-based supports. Where people become involved in justice settings we will work to ensure they are fully supported, at all stages of the community justice pathway, including police custody and prison settings, and when returning to the local community.



By working together, we will:



further develop and embed our **peer-led police custody referral** aimed at increasing engagement with vulnerable individuals affected by alcohol or drugs.



develop **innovative** ways of providing support for individuals in prison settings, including individuals on remand, and strengthen through care support for individuals returning to the community.



further develop **peer led recovery** focused activities in HMP Kilmarnock.



support the review of through-care support for individuals leaving custody and **returning to the community**, and the implementation of improvement activities.



support the development of **diversionary activities** to reduce the number of young people, affected by alcohol or drugs, entering the justice system.



support the ongoing development of the justice service user involvement group, offering peer led support groups and informal health promoting social / personal **development** opportunities.



raise awareness, and take-up of benefit entitlements, promote **financial inclusion** and the appropriate disclosure of convictions to employers.



support local organisations to develop **inclusive recruitment policies** and provide employment opportunities for individuals who may have criminal convictions and/or are in recovery, promoting inclusion for all.



While alcohol or drug use, and experiencing trauma can increase the risk of poor life outcomes we believe this is not inevitable, people can and do recover.

Implementing Our Strategy

We will review our ADP structure, including the role, remit and membership of all groups, to ensure the right partners are involved in driving forward our strategic priorities.

By working together, we will:



Continue to develop our new **website** and options to store relevant information which partners can access at any time.



Work to ensure the ADP has **strong links** to every part of the system locally with relevance to its work, for example by exploring ways of strengthening its links with Community Planning.



Ensuring the **voice of individuals, families and the communities** continue to influence our activities and will work to ensure the appropriate mechanisms are in place to enable this, including representation across our ADP structure.



Review our membership to ensure our ADP has the breadth and scope to meet the **local and national ambitions**.



Review the **ADP subgroup structure**, including remits and membership to support the delivery of our strategic ambitions.



Develop Plans for each of our strategic priorities outlining key actions, leads and timescales. Each ADP Subgroup will report to the ADP on progress on a 6-monthly basis.



Review our Implementation Plans on an annual basis to ensure that the actions continue to meet the needs of the local community and priorities set out within this strategy.



Continue to **support the workforce** to develop and work collaboratively and run a series of learning and development sessions with staff across the ADP.

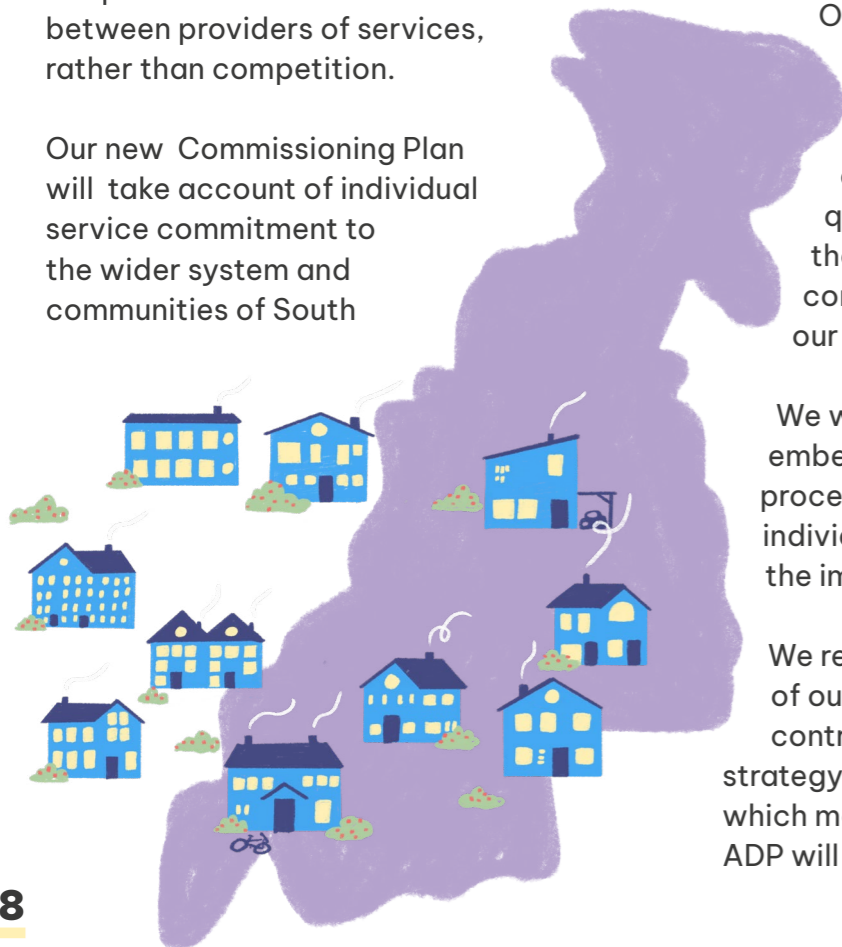
LISTENING
INNOVATION
COLLABORATION
RELATIONSHIPS

Commissioning Our Services

We know that the way we commission services to support our strategic ambition should reflect evidence of what is known to work in addressing the root causes and wider determinants of drug dependence. Underpinned by this strategy, in 2023, we will develop a new comprehensive Commissioning Plan which sets out the arrangements for the provision of services and support to meet our strategic priorities and outcomes.

Our Commissioning Plan will be underpinned by key values and principles including ethical and collaborative commissioning, relationships, transparency, openness to change and the need for increased collaborative practice. We will adopt a rights-based and participative approach to the design and redesign of services; and to commissioning decisions which seek to encourage cooperation and collaboration between providers of services, rather than competition.

Our new Commissioning Plan will take account of individual service commitment to the wider system and communities of South



Ayrshire. Our services will demonstrate collaborative practice through their service delivery to deliver the outcomes set out in the overall Change Story, and show that they codesigning services with those who access services.

Measuring Our Progress

We will continue to monitor and evaluate our services, and review needs analysis information through our new performance management framework, to ensure we take an intelligence-led approach and our services continue to meet local need.

We will develop a Performance Framework, will be linked to national monitoring and evaluation frameworks, and our implementation plans, to ensure progress towards our outcomes and priorities can be demonstrated to people accessing our services, our partners and the wider community.

Our performance framework will include a combination of service and strategic performance indicators to ensure we can evidence our services are high quality and supporting individuals in their recovery, and our activities are contributing to the delivery of our outcomes.

We will also further develop and embed our consultation and evaluation processes to gather feedback from individuals, families and communities on the impact of our strategy.

We recognise that the achievement of our outcomes will result from the contribution of all areas within the strategy in addition to external factors which may lay out with our control. The ADP will continue to be proactive in

taking its approaches to wider strategic audiences including the Integration Joint Board, Community Planning Partnership and Chief Officers group.

Governance and Accountability Arrangements

The ADP will report to the Health & Social Care Partnership Integration Joint Board, and provides updates on progress to the Chief Officers Group and Community Planning Partnership.

We will produce annual reports detailing our progress in delivering our strategic priorities. Our annual reports will be reported to the Integration Joint Board and Scottish Government, and published on our [website](#).

Equalities Impact Assessment

An Equalities Impact Assessment of our strategy has been undertaken and is available on our [website](#).

Recovery is
reality



adp@south-ayrshire.gov.uk
south-ayrshire-adp.scot



**Relationships
Connections
Collaboration**

**adp@south-ayrshire.gov.uk
south-ayrshire-adp.scot**

South Ayrshire Community Planning Partnership Board



Report by Community Justice Ayrshire Partnership to
Community Planning Partnership Board Meeting of 26th October 2023

**Subject: Community Justice Ayrshire Partnership Annual Outcome Activity Return
2022/23**

1 Purpose of Report

- 1.1 To present to the Community Planning Partnership Board the Community Justice Ayrshire Partnership Annual Outcome Activity Return 2022/23.

2 The Board is recommended to:

- 2.1 Note the contents of the report.

3 Background

- 3.1 The Community Justice (Scotland) Act 2016 places a requirement on the national body Community Justice Scotland (CJS) to produce an annual report detailing the achievement of community justice outcomes across Scotland.

To support this process, CJS produce a return template for each local partnership to complete with the details of local activity towards the achievement of these outcomes. The Community Justice Ayrshire Partnership Support Team populated the Community Justice Outcome Activity Local Area Annual Return template using information contained in files or previously submitted for other purposes, and using additions provided by community justice partners.

The completed template was circulated for consultation with partners and sent to the South Ayrshire Community Planning Partnership Board members via email on 4th September. A draft of the report was tabled for endorsement at the meeting of the Community Justice Ayrshire Partnership Board on 19th September.

Following amendments, the template was submitted to CJS on 29th September 2023 for collation with returns from other partnership areas.

This template reports against the national outcomes contained in the previous Outcomes, Performance and Improvement Framework (OPIF). A revised Community Justice Performance Framework (CJPF) was published in March 2023 and will be reported against in future templates.



**Community Justice Outcome
Activity Local Area Annual Return
Template 2022-23**

Community Justice Partnership / Group Details	
Name of local authority area/s	Community Justice Ayrshire Partnership – East Ayrshire, North Ayrshire, and South Ayrshire
Name and contact details of the partnership Chair	Name: Julie Dettbarn Email: Julie.dettbarn@south-ayrshire.gov.uk Telephone: 01292 612293
Contact for queries about this report	Name: Kirsty Baker Email: kirstybaker@north-ayrshire.gov.uk Telephone: 01294 317205

Template Sign-off from Community Justice Partnership / Group Chair

Date: 29.09.2023

Name:

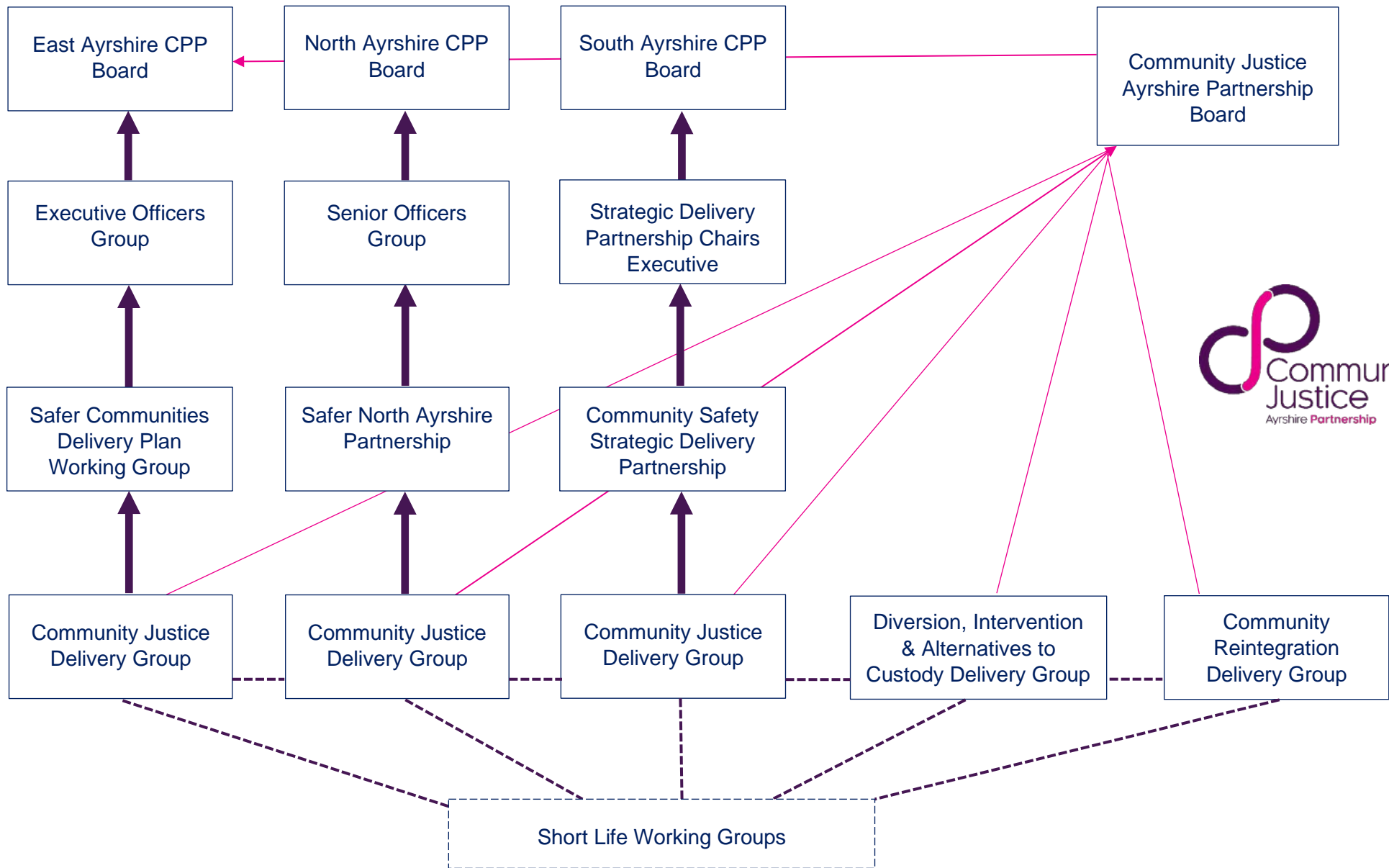
Julie Dettbarn

3) Governance Arrangements

Last year, we asked partnerships to describe their governance structure for community justice arrangements and include links to wider community planning. Please describe any substantive changes since your previous answer.

The Community Justice Ayrshire Partnership (CJAP) is a pan-Ayrshire partnership working across East, North and South Ayrshire local authority areas. The CJAP Board provides strategic leadership and oversight of the work of the Partnership and is made up of both statutory and third sector partners. It is chaired by a local elected member and vice chair support is provided by the Area Commander / Local Senior Officer for Ayrshire Scottish Fire and Rescue Service. The CJAP reports into North, South and East Ayrshire Community Planning Partnership Boards (CPPs).

The Partnership structure adopted in 2021 has been revised. There are now three Community Justice Delivery Groups in East, North and South Ayrshire CPPs, along with a new Diversion, Intervention and Alternatives to Custody and a Community Reintegration Delivery Group which will support the work of the CJAP Board. These groups will be coordinated and facilitated by the CJAP Support Team, will report into, and be directed and overseen by the CJAP Board. A diagram outlining our governance arrangements during 2021-22 can be found on the following page.



4) The year overall

2022-23 saw substantial developments and change within the service delivery and strategic policy landscape. This section should be used to reflect some of the a) challenges/negative implications and b) opportunities/positive implications from the reporting year on the community justice partnership. This can include impact on the improvement activity, partner collaboration, and delivery of services.

Challenges / Negatives

Partners reported experiencing challenges around:

- Service provision
- Engaging service users
- Increases in demand
- Funding
- Changes to ways of working

Detailed list of comments received from partners:

Service provision

- Ayrshire Division has now formally moved to a two-custody centre model as the new Ayr Police Station does not have custody provision. This presents challenges in the provision of peer support within a custody setting as South Ayrshire service providers may have logistical issues in supporting local residents who will be in custody centres in neighbouring local authority areas. This is being addressed through local dialogue, identification of pathways / sign posting and will be on the agenda for the proposed custody navigator steering group.
- A challenge for Scottish Fire and Rescue Service in 2022 was impending industrial action which would have required a realignment of our resources to frontline operations which may have impacted on service delivery and elements of support for our justice partners and people within the justice system. Industrial action was avoided, and the maintenance and continuity of service delivery was achieved. The strength of the partnership is the ability to share the burden and pressures that may arise from social, economic, technological, legal, environmental and political influences we all have to manage on occasion.
- 2022/23 saw significant changes within the management structure within Sacro, this has led to some challenges with knowledge lost, though we have built relationships within the Community Justice Partnership and will continue to achieve this.
- Recruitment and retention of social work staff is difficult throughout Scotland. We have been in a more positive position than some areas of justice services in Scotland, but we remain very attentive to issues of retention when staff are dealing with increased workloads.
- Teething problems around Electronic Monitoring bail and the development of bail supervision have been identified in relation to partnership working amongst Court/ Social Work Services, access to Social Work information systems and potential staff safety issues. We are continuing to foster positive relationships with all services to address these issues.

Engaging service users

- Programmes running prior to COVID were impacted and a challenge has been reengaging and reinvigorating engagement and interventions. An example of this has been CPR skills training for prisoners within HMP Kilmarnock.
- A review of the partnerships Community Reintegration model was initiated in December 2022 with a workshop that included lived experience to shape priorities. Further engagement work is planned as part of our involvement as a pathfinder in the development of Getting It Right For Everyone with Scottish Government and the people in prison theme.
- Resilience in Stressful Events (RISE) is a time limited service that supports people to engage and look to areas of personal need and goal setting. This can be difficult for people who are unfamiliar with working with others to discuss needs and requires support of both teams. Joint working is an ongoing development.

Increases in demand

- Increases in referrals and the use of community-based interventions by both the COPFS and Court. The continuous increase in diversion numbers is significantly impacting on staff capacity and due to an increase in the complexity of presenting need this situation is further compounded.
- Long delays in trials and court proceedings continues to impact the number of reports requested by the courts and the number of orders made. Scottish Court and Tribunal Service reported a proposed timeline of March 2024 for clearing the backlog. Unclear if activity levels have changed due to different decision making in response to delays in proceedings for the backlog and what might be changes in Sheriff decision making.
- Increase in people with multiple complexities and traumas in their lives being supported on community sentences who will require more frequent and greater levels of support to assist them meet their basic needs and be able to address challenges they are experiencing.
- An increase in people in employment on orders and this employment can be precarious and therefore difficult for the person to have flexibility for regular justice appointments during the day.
- A significant increase in Caledonian referrals throughout Ayrshire, coupled with no additional funding or uplift within recent years is impacting on capacity to deliver services which reflects national concerns in this area.
- New priorities led to a huge increase in the number of bail assessments being undertaken by Court based Justice workers and use of community alternatives - there is concern as to how this will be resourced moving forward.
- For some partners, a challenge has been understanding exactly how they fit within the partnership – and for the support team how best to engage with them. Time constraints on partners can make this more difficult.
- The cost-of-living crisis has had a huge impact on our service users; we have witnessed an increase in the number of foodbank vouchers issued and requests made for support with energy costs.

Funding

- As a third sector organisation, Sacro continues to have short term funding streams which often can be a challenge for recruitment and retention.
- Some aspects of the budget such as the funding for Caledonian programme work has been static for many years despite increasing demand. For example, during covid a one-to-one approach which could be used instead of group work was developed. Although group work remains the gold standard approach to the work, some people are unable to

manage a group due to their own personal circumstances such as living and working in a remote rural area with poor transport links or due to their learning disability.

- A major challenge for EM / bail supervision services is the level of government funding allocated for service delivery, which has already noted significant reductions in moving forward. This service is in its infancy and already we are noting that service delivery is impacting upon wider Justice resources. Particularly difficult as level of demand increasing. This makes it very difficult to appoint staff and impacts on the sustainability of an appropriate service.
- Policy changes, increasing complexity of task (for example increasingly complex risk assessment tools), and the increasing amount of trauma and complex issues in the lives of people that we are trying to support means that the current funding formula for S27 grant is not fully reflective of all the work that justice social work is being asked to undertake. This budget is also envisaged to be flat lined until 2025/26 which in real terms will mean a decreasing budget.
- Promoting the use of voluntary throughcare is also high on the agenda. This is a great idea in principle. However, there is a low uptake of this in practice. This would require a change of strategy to engage people within custody prior to release to promote potential supports. Unfortunately, we do not have the resources to implement this or the capacity to manage much greater numbers of voluntary cases upon release.

Changes to ways of working

- Virtual Custody Courts
- Managing change e.g., introduction of additional tasks for Justice Services staff in terms of ASP/VA and associated training, introduction of EM Bail and new national template
- Most of the networking has been carried out over MS Teams which presents its own challenges.

Other comments

- RISE was developed in 2021 via Action 15, Mental Health Strategy 2017 – 2027 funding. RISE opened to referrals in 2022. While there has been uncertainty regarding referrals and process across teams, 'challenges' have been managed in partnership with Justice colleagues to develop joint working and referrals pathways. Teams have worked through concerns / issues regarding support to staff and people being referred. This is an iterative process with collaboration being promoted and supported throughout. There is recognition that teams have different ways of working and policy/procedure and guidance to follow. Teams are working to support ways of working collectively that also allows for organisational needs to be met. Examples include development of a RISE steering group, joint training of RISE and Justice colleagues, development of a forum and ensuring governance of sharing information, NHS sharing broad data on team uptake.
- There is work taking place in East Ayrshire in relation to the NES trauma materials and the EAC Trauma Board. There is a need to ensure training in all areas to refresh and upskill workers in this area.
- The CJ Partnership has a wide and varied membership; there is lots of good collaborative work as well as each organisation making its own contribution to the wider strategic goals. The partnership has made good progress raising awareness and knowledge of partner members and furthering joint working, but for some partners it has been a challenge to understand what each partner contributes and identify opportunities for joint working.
- The delay to the publication of the Outcomes Performance and Improvement Framework was a challenge for the CJAP support team - the support team created a Transition Plan

for 23/24 to offer the Board reassurance around the work which would still take place over the coming year.

Positives / Opportunities

Partners reported positives or opportunities around:

- Governance
- Partnership working
- Developments/increases in use of Alternatives to Custody
- Service/staff development
- Engaging with the community

Detailed list of comments received from partners:

Governance

- A positive for the CJAP support team was looking forward to the introduction of more streamlined and simplified national documentation at the end of the year.
- Public Health leadership for the Community Justice Partnership with the appointment of a Public Health Consultant with a remit for justice alongside drugs, alcohol, and mental health/homelessness. This involves the related development of team to support the work. This will ensure public health input to the Partnership, Diversion Intervention and Alternatives to Custody Group and the three Ayrshire Partnership groups.
- The publication of the new National Strategy for Community Justice in June 2022 provided an opportunity for partners to refocus on engagement for new strategic priorities.
- The Joint Review of Diversion from Prosecution published in February 2023 provides an opportunity to build on the findings and drive forward progress on the recommendations to deliver better outcomes for individuals and our communities.

Partnership working

- RISE are informed of changes within policy / practice and local planning for Justice Services. RISE is a pan-Ayrshire service and is able to highlight variance across service and connect where issues arise. Management teams across Justice / RISE and Forensic services have developed routes of communication to support service development, delivery and review.
- We (Sacro) have received funding for Counselling Services in North and South Ayrshire. We also have been funded to provide Justice support within North Ayrshire and have an Alcohol Throughcare Service which operates in East Ayrshire with support from the ADP. As a third sector organisation we have positive partnership relationships.
- With the implementation of EM/ Bail supervision services, Court staff from both Ayr and Kilmarnock have been working collectively to develop this service, which has encouraged peer support and camaraderie within learning.
- In 2022 Ayrshire Justice Partnership services worked in collaboration with NEST, The Three Sisters consultancy and Learning and Development - training on Autism was developed and delivered in a bespoke fashion to provide staff with the appropriate skills and knowledge to work effectively with these individuals. Positive working links have been established with Learning Disability Teams throughout Ayrshire and skills-based training with Diversion staff has been received.
- Dedicated Justice services workforce working in creative, person-centred ways to build relationships with people to help them make positive choices in their lives. For some people this will involve helping them to meet their basic needs of food, warmth, and shelter, for others it will be supporting them to have different opportunities such as

through training or employment. We work with our partnership agencies to provide a person-centred plan of support.

- Justice social work has been a key partner in the newly established MARAC (multi-agency risk assessment co-ordination) processes across Ayrshire to improve the identification of risk and support to those at risk from domestic violence.
- Multi-Agency Public Protection Arrangement (MAPPA) – partners continuing to work together to ensure that appropriate risk management plans are in place and are regularly reviewed to increase community safety. Strategic leaders and managers consider learning from other areas to ensure that we continue to strengthen and improve our practices.
- Community Justice is a relatively new part of my (local partner) remit, so I have found it very beneficial to find out about the services offered by the range of partners. There have been a number of occasions where I have invited a partner along to our own internal team meetings to ensure the information on the services offered can be cascaded to my own staff who in turn can signpost customers to the most appropriate agency to meet the customer needs.

Developments / increases in use of alternatives to custody

- Increased Diversion from Prosecution referrals
- Ayrshire Justice Partnership Services have been continuing to drive and deliver their bail supervision and structure deferred sentence element of their service to provide services with credible alternatives to remand and early support within the community.
- An additional positive development was the establishment of a pan-Ayrshire 'Diversion, Interventions and Alternative to Custody Delivery Group'. This group is still in its early stages and the Terms of Reference and membership are evolving; however, this will provide a focus for activity and data capture in the months ahead.

Service / staff development

- Ayrshire Division is working closely with Police Scotland's Criminal Justice Services Division (CJSD) to ensure officers awareness and knowledge of requirements to support diversion is improved.
- Following a successful funding bid through CORRA, The Drug Treatment and Testing Order team employed 2 Recovery Development Workers to support and further develop the service. These appointments have been very successful and a positive evaluation for 2022 has resulted in a further 4 years of funding being received.
- In 2022, Justice Services worked collectively to develop a Domestic Abuse Assessment Pack for staff. This has been developed to provide a model of best practice for Justice Social Work in relation to assessment practice and with those service users who have been convicted of domestic abuse offences. The pack is based on a model developed by Glasgow City Council and amended for us.
- Justice Services have been engaging with staff across the service and some of the people that we support to consider what best practice in a justice service would look like as part of a best value review process and aligned with Community Justice national aims and priorities.
- Emphasis on trauma informed practice provided opportunities to explore available training in this area.

Engaging with the community

- Unpaid work has undertaken a wide range of work in the community this year, engaging with key stakeholders to identify new opportunities and projects. This includes assessing

risk and needs and then undertaking both large and small community events and other work to improve community spaces across the breadth of East Ayrshire. A quarterly newsletter has been developed for stakeholders to share information and showcase the beneficial outcomes of work being undertaken in communities.

- The Community Reintegration Delivery group has been undertaking work to consider the processes and model of support for people when they leave prison and return to the community. This work has made use of the tools and Scottish approach to service design as part of the prison theme for national work being undertaken to develop Getting It Right for Everyone (GIRFE) programme. This work was initiated in a workshop with a broad range of stakeholders including those with lived experience. Further work along with those of lived experience to better understand their experience and priorities for service development are planned.
- Justice staff have implemented a fortnightly drop-in session for those no longer open on statutory orders. It is hoped that this will allow a form of social contact but also provide supports and signposting where appropriate. Activities run through the Making a Difference (MAD) project will also be offered to individuals accessing the drop in who are no longer open or for individuals leaving custody.
- We have been able to support individuals through access to S27 money in emergency cases. We have also made links with local food larders and invited representatives from these to a team meeting to build connections and greater awareness.

NATIONAL OUTCOME ONE

Communities improve their understanding and participation in community justice*

Where applicable have regard to the following indicators:

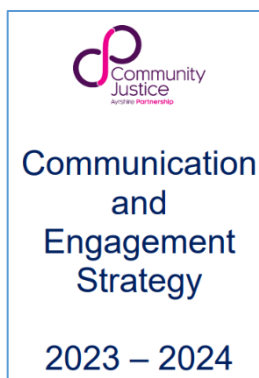
- Activities carried out to engage with 'communities' as well as other relevant constituencies
- Consultation with communities as part of community justice planning and service provision
- Participation in community justice, such as co-production and joint delivery
- Level of community awareness of / satisfaction with work undertaken as part of a CPO
- Evidence from questions to be used in local surveys / citizens' panels and so on
- Perceptions of the local crime data

*Community Justice comprises the activities, services and partners that work with and around people from the point of arrest, through the justice system and supporting their exit from justice contact and integration into their community

5) How have you engaged with partners, communities, and individuals to improve their understanding and participation in relation to community justice?

This section details work carried out in the area towards National Outcome One, namely efforts to engage with our community about community justice.

5.1 Activity Undertaken By CJAP Support Team:

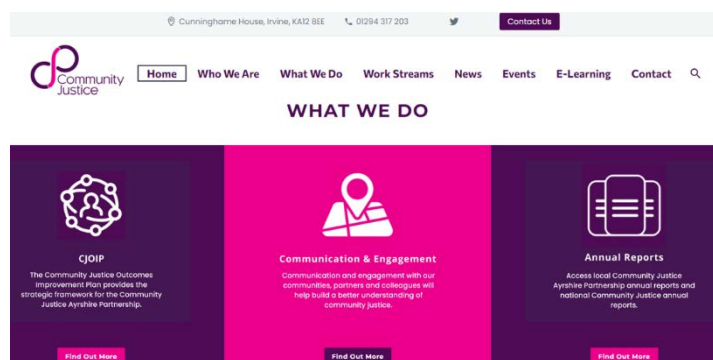


The team developed a Communication and Engagement Strategy 2023-24. This strategy:

- Identifies our stakeholders and who we will communicate and engage with
- Identifies the ways in which we'll communicate and engage
- Outlines the measurements we will use to evaluate our success
- Will help us to plan and deliver actions within our Community Justice Outcomes Improvement Plan (CJOIP)

In July 2022 we launched our new Partnership website Homepage - Community Justice Ayrshire.

This was part of our efforts around our messaging and visibility, with the aim of increasing understanding of, and participation in, community justice. The website details who we are, what we do, work streams, news and events. In the future we will also be adding an e-learning resource to the website.



As part of our continuous improvement, six months after the launch, we contacted stakeholders to survey them about the new website – this was to ensure we have the right

structures in place and to increase understanding and participation. We wanted to make sure it provides the information people need, in a format that works for them. Over 30 responses were received from stakeholders who work across Ayrshire in statutory services, third sector, private sector, and others, with a varied role type including practitioners, operational managers, and senior managers. We obtained useful feedback on what people found useful about the website, what they use it for, likes and dislikes. As a result of the feedback, we investigated potential changes to the website in terms of how user friendly it is and made a change to our home page. We also discussed various new developments which could be added and have a plan for these to be implemented in the future.

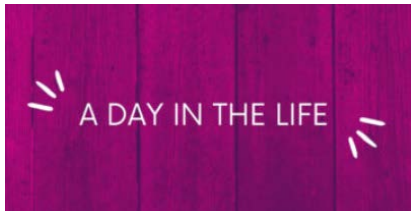
Since the launch, there have been an average of 291 users of the website each month. We also know that there have been just under 4,000 impressions (people have searched online and the search has produced our URL domain) each month.

Around this time, we also increased efforts in our use of social media – since July our X (formerly Twitter) page had an average of 8.5 new followers and over 4,300 impressions (number of times a tweet has been seen) per month over 22/23, and at time of writing has 1,455 followers of the page.

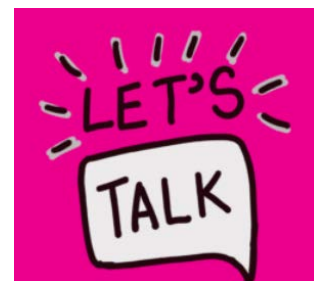


The website hosts a Support Services Directory [Community Justice Directory - Community Justice Ayrshire](#) which was revised and updated this year. Information in the directory is split into different sectors, e.g., Alcohol and Drug Treatment and Recovery Services, Family Support, Housing and Justice Services, etc. The directory includes information and contact info for over 100 support services available in Ayrshire.

Part of the engagement undertaken through the website and social media channels has been the 'A Day In The Life' articles [A Day In The Life - Community Justice Ayrshire](#). With 10 new articles published over 22/23, raising awareness of many different partners across the Community Justice landscape including a school careers advisor, a prison director, and a desistance officer. Practitioners are asked to describe their role, including the good points and the challenges of their role, as well as what a typical day looks like (if such a thing exists!). The articles are also shared internally round the wider Social Work workforce to raise awareness across teams.



We continued our [Let's Talk](#) series which was designed to help people understand the importance of community justice and reducing reoffending and to raise awareness of services working to create better outcomes for those involved in the justice system.



The Community Justice Ayrshire Partnership Support Team have been working with Community Justice Scotland on a Photography Project to capture images of community justice in action. These photographs add to the photo bank of images launched by Community Justice Scotland to raise awareness of what community justice looks like across Scotland.

The Ayrshire photos can be accessed via the link below and will be used by the Community Justice Ayrshire Partnership in our communications, reports, and strategic plans as well as to raise awareness of community justice in Ayrshire.

[Ayrshire | Flickr](#)

5.2 Pan Ayrshire Activity

Engagement of **RISE (Resilience in Stressful Events)** and Justice has identified areas where there may be misunderstanding / need for further discussion of roles and responsibilities for each part of service and organisation. Through regular dialogue and shared learning, staff across services are gaining better knowledge of resources and processes to support people who access services and each other.

This collaboration has supported the development of pathways that are shared and understood, steering group development and establishing a forum for case discussion. RISE would like to see the development of the forum expand to include additional Justice colleagues. Collaboration in regard to variance in Court process has also supported the NHS in consideration of a review and test of change in regard to court liaison services.

SFRS (Scottish Fire and Rescue Service) have created many opportunities to share with wider partners and communities on the creation of the community garden in East Ayrshire. The work involved various partners and community groups. This support was well received and well organised and created a great opportunity for breaking down any barriers with a uniformed emergency service.

Workers enjoyed being involved in the project which was created for the community. Many people visiting the station for community events often comment on the vibrant colours on the fence which makes it far more inviting for visitors. Trees and flowers were also planted as part of the project.

The **Ayrshire Justice Partnership Services** have attended local community-based marketplace events across Ayrshire, providing information on services to other partners, elected members, and the wider community. This has led to wider service recognition and has encouraged further partnership working. They also regularly attend ADP community-based events across Ayrshire and specialist events including recovery walks and Domestic abuse awareness events.

In September 2022, Justice Partnership Services delivered a 'showcase' event at Fullarton Hub in Irvine to highlight the range of Justice services within the community. This event demonstrated that partners as well as the local community are often unaware of the work being undertaken by Justice services.

The Scotsman published an article on DTTO from Ayr Sheriff Court in February which shone a positive light on the service and highlighted the hard work of staff who ensure that service users are heard, understood, and supported to achieve.



Scotland's drug treatment and testing orders (DTTO) are controversial but they can have a dramatic effect – Karyn McCluskey | The Scotsman

This article in a national publication will increase the wider community's knowledge and understanding of the service and the impacts it has.

DWP (Department for Work and Pensions) partnership staff have presented an overview of Community Justice to the Southwest Scotland Senior Leadership Team in addition to the three DWP Prison Work Coaches that cover the three Ayrshire LA Jobcentres. The Prison Work Coaches have a presence in all seven Jobcentres within Ayrshire on a weekly basis. As a result, they have become a "resource" for the managers and site Work Coaches to use on Community Justice areas of enquiry.

Recruit with Conviction continued to undertake a capacity building and awareness raising programme across East, North and South Ayrshire, having been commissioned to do so in December 2020 but hindered by the pandemic.

35 colleagues from the three local authority areas have attended training to date. All three Local Authorities (LA) North, South and East Ayrshire undertook an agreement to become "Recruit With Conviction Ambassador" organisations. Ambassadors promote safe and sustainable employment for people with convictions in their own workplace and seek to influence other workplaces too. Ambassadors should seek to ensure that internal recruitment policy and practices are both current and proportionate regarding the employment of those with convictions.

The Recruit With Conviction programme of work has now disbanded, however the CJAP Support Team will be looking at the legacy of the programme of work to ensure it is not lost and hope to be able to develop resource for the website.

Through **PING (Peoples Involvement Networking Group)** people were invited to "have their say" in August and share their views and experiences of CJ services in Ayrshire.

People were asked for their experiences of the journey from point of arrest to appearance in Court, within prison and back into the community and / or on community orders. We wanted people to tell us what they think needs to change and how we can better help, with issues like Training and Employment, Housing, Addiction Issues, Mental Health and Wellbeing.

We want to listen to the people who access our services to help us to provide the right help at the right time, to help them feel part of your community and reduce re-offending in Ayrshire.

17 people attended and provided valuable feedback which will help identify our priorities for our forthcoming CJOIP.

5.3 East Ayrshire Activity

Scottish Government published crime statistics show that:

- The rate of crimes (all crimes) in East Ayrshire ranks 13th highest in Scotland. The rate is below the national rate, and since last year has decreased by 4%. The rank has fallen from 9th last year to 13th this year.
- Compared to other areas of the country, East Ayrshire has higher levels of 'Damage and reckless behaviour' crimes – 5th highest rate (although the rate decreased from last year the rank went up, suggesting it decreased more significantly in other areas)
- Compared to other areas of the country East Ayrshire had lower levels of 'Sexual crimes' – 25th highest rate (decreased 13% and 5 ranking places from last year).

Crime stats were shared with partners at the delivery groups for consideration as part of developing our new CJOIP.

Following on from **Vibrant Communities'** very successful Youth Action Team Roadshows last year, all secondary schools participated again this year. Consultation and feedback from the schools identified that the S3 age group that was targeted last year, whilst this was relevant to them, it was recognised that we needed to target the younger age groups. With this in mind, the workshops were pitched and delivered at an age-appropriate level to the S1 pupils (new S2 cohort) of our secondary school estate. Dedicated workshops were delivered by colleagues and partners with themes being Alcohol & Drugs, Fire & Water Safety, Stigma, ASB and a dedicated YAT workshops. There has been great success and engagement with the young people participating in the roadshows and hope to continue with them again in the future with a potential target area being the Primary 7 population who will be transitioning into secondary schools.

The Youth Action Team have been working in partnership with Police and SFRS. This partnership has provided smooth working relationships and quick responses as part of early intervention to reduce complaints and encourage young people to consider different activities.

East Ayrshire ADP (Alcohol and Drugs Partnership) funded three community events, organised by **Vibrant Communities** held throughout the month of March to help to challenge negativity and misinformation around people with problematic substance use.

The 'Let's CHAT about Stigma' roadshow visited Dalmellington, Auchinleck and Kilmarnock to spread hope and positivity around recovery services as part of Women's Recovery Month.

The family-orientated events, featured children's games, sports mentors offering boxing sessions, the youth work team providing activities for young people, as well as alternative therapies and health checks. Recovery services were on hand to offer advice and support and to showcase the positive work that is going on across East Ayrshire.

Councillor Jim McMahon, Cabinet Spokesperson for Addiction and Recovery, said: "These events were all about getting communities to come together to spread hope and positivity about recovery services and the support that is available to individuals and families who need it.

"It's vital that we challenge the stigma around people who have experienced problematic substance use and these roadshows were an engaging and innovative way to do this. Thanks to everyone who came along."

Vibrant Communities have been continuing with the support for prisoners and families' visiting HMP Kilmarnock, with the delivery of weekly play bonding visits to enable dads to spend time with their children, develop parental / child bonds and build knowledge on the importance of relationships through play and informal activity. Larger scale family events have been delivered indoors and outdoors during Easter, Summer, October, and Christmas holidays to allow families to come together and spend quality time together.

The Youth Action Team have working in partnership with Police and SFRS. This partnership has provided smooth working relationships and quick responses as part of early intervention to reduce complaints and encourage young people to consider different activities.

Housing Support continues to be delivered to individuals released from prison entering a council tenancy. This supports re-integration into the community and local supports and facilities.

In our older peoples supported accommodation we now have close links with the unpaid workforce team and have a placement set up here to support unpaid work in a supervised capacity.

In **East Ayrshire Unpaid Work** there are established relationships with local communities and groups to identify work and projects that are of benefit to communities. Information on the positive impact of the work being undertaken is shared through a quarterly newsletter that has been developed, as well as giving out contact details for people to discuss a potential project.

Unpaid work placements are supported and available in East Ayrshire Council of Voluntary Organisations (EACVO). These placements support the foodbank and also the GRAFT project.

For example, East Ayrshire Unpaid Work Teams worked in partnership with Crossroads Ayrshire Food Hub for two morning sessions in the lead up to Christmas 2022 – service users learned how to forage in the grounds of the Foodhub for the natural materials and how to make a wreath. The UPW Co-ordinator attended both sessions and advised it was no easy task and required a good level of skill from service users which they managed.

On completion of the wreaths, UPW Supervisors and their teams picked a beneficiary of their choice in our communities to give the wreath to as a recognition and thanks for supporting Unpaid Work throughout the year, and who have received a service from Unpaid Work teams. The beneficiaries included:

- Two residents of East Ayrshire who receive the garden maintenance service. Unpaid Work support those isolated in our communities with maintaining their garden. A Supervisor told us that one lady always insists on providing squads with a can of juice when they do her garden which is greatly appreciated. One lady also looks forward to the Unpaid Work squads coming to do her garden and is always so thankful for the support and the conversation that the team provides her and the relationship she has built over the years with our UPW Supervisor.



- Lilyhill Gardens, Richmond Fellowship, Kilmarnock – Unpaid Work assisted in improving their communal garden area for residents to use.

- Frank, Scout Leader, Dalmellington. Frank is a valued member of the Dalmellington Community and supports many groups in Dalmellington through the Scout Hall. Unpaid Work teams assist Frank throughout the year with numerous tasks and Frank refers to the Unpaid Work teams when required for members of the community who require

assistance.

- East Ayrshire Foodbank – Unpaid Work teams assist throughout the year with collections and distribution of food items to communities in East Ayrshire. East Ayrshire Justice Services work with our third sector partners, CVO East Ayrshire in delivering this service.

This was as well as supporting our colleagues in Roads Department with filling all grit bins in East Ayrshire in preparation for winter.

We have made a priority action within our improvement plan to consider how we engage, participate, and collaborate with those that are using our service or have used our service to ensure that our ways of work are informed and influenced by their views and experience.

We link in with local communities through their planning groups and community leaders. Some of these links were interrupted by covid restrictions and we are actively re-establishing them.

Community spaces and facilities that unpaid work have been involved in are better maintained and more accessible and attractive for use by the community. An example of this is the work in several cemeteries, community football organisations, parks and community buildings across East Ayrshire to undertake key tasks such as the paths are cleared and maintained, painted, gardens tidied etc. Positive feedback has been received from community organisations on the positive impact that this is having for communities. Unpaid work have also received positive feedback for the role they have played in supporting the foodbank which has ensured that those in need within our local community have access to food provisions.

We also provide a grass cutting and garden maintenance service for several older or housebound adults, which receives very positive feedback for those undertaking unpaid work.

Engaging with young people and adults in relation to how services are provided and what they could look like in the future ensures that our services can be shaped and improved based on lived experience. This also supports people to feel valued and empowered.

As part of our rolling plan for those on unpaid work and other activities we have a program of defibrillator training session delivered by the Fire service. We support everyone who is on unpaid work to undertake learning this practice skill to provide potentially lifesaving support in their community in the future.

CVO (Council of Voluntary Organisations) projects, graft and CVN have a long history of pioneering the involvement of people with direct experience of the justice system. This year they have designed a number of ways to listen to the views of experts by experience and involve them in the design and delivery of services. These approaches amplify people's voices to make sure the justice system benefits from their insights.

This includes in unpaid work, with an increase to 23 placements enrolled in 22/23, and learning from clients about barriers they face and in response, developing a range of additional services which meet/address some of these needs.

Unpaid Work Teams have worked closely with The Night Before Christmas Campaign (NB4CC) to make sure no child in East Ayrshire was left without presents at Christmas. Our placements helped in a number of areas including collecting delivering, sorting, wrapping and managing donated toys.

The GRAFT Project have supported the refurbishment of six designated Community Living Rooms operating across various purpose-built community hubs in East Ayrshire. The Community Living Room project looks to respond to the cost-of-living crisis and provide a warm, friendly and inviting space for the local inhabitants of East Ayrshire who are struggling to pay essential household bills, to put food on the table, and who's mental health and wellbeing has been impacted by the Covid-19 pandemic and now with the cost-of-living crisis. Each of the Living Rooms provides a warm, friendly, and hospitable space, offering free tea, coffee, sandwiches, and soup (cooked and prepared by our catering staff within our WG13 social enterprise), along with a host of games and activities. The aim of the Living Room programme was to improve mood and hope, to provide a social outlet and garner community spirit during the current crisis.

At CVO, involving service users and stakeholders in the planning and delivery of future services, both as volunteers and as contributors to focus groups, allows us to support them to have a valid input and control over the design of the service and promote peer mentoring and group learning. This can be a step towards realising that their opinions and experiences are valid, supporting skills development and helping to raise their aspirations.

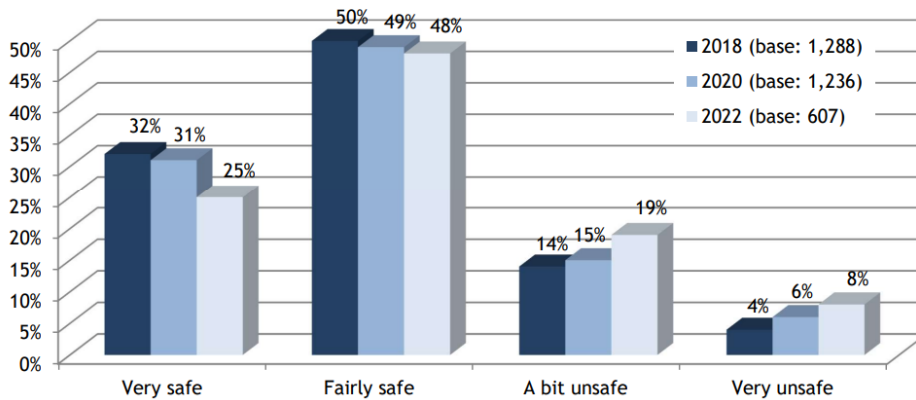
Patchwork Recovery Community held an afternoon tea for elderly residents which was aimed at those living nearby however also attracted numerous attendees from areas outwith the local community. This was an idea to tackle stigma which may have existed, especially for the older generation. The day was a great success - the stories that were shared on the day were enjoyed by all and encouraged people to consider and reminisce about their life's when they were younger.

5.4 North Ayrshire Activity

The North Ayrshire Community Planning Partnership carried out the biennial People's Panel Survey in 2022. This is a survey of 2000 local residents who have agreed to answer questions and provide their views on the areas in which they live. It's followed up with focus groups for 8-12 people in each locality to find out a bit more about their views. We were able

to consider community perspective of safety and community justice and use this information to decide what action to take – for example looking to increase awareness through our communication and engagement strategy.

Figure 5.6: Feeling of Safety Outside in Neighbourhood After Dark



Source: Microsoft Word - North Ayrshire People's Panel 2022 Survey Report 170822.docx

- There has been a modest reduction between 2020 and 2022 in the proportion of people who say that they feel safe when outside in their neighbourhood after dark, from 80% to 73%. This decline was slightly more apparent amongst people living in the 15% most disadvantaged areas (from 77% to 65%).
- Respondents continue to believe that the most important priority for working with offenders in the community is tackling the underlying causes of crime, such as drugs or alcohol (54% choosing this as their top priority from a prompted list). This prevalence of those choosing this as their top priority changed significantly between 2020 and 2022 (the 2020 figure was 33% of respondents choosing this as their top priority).

We worked with our CPP partners to review and amend what is asked around Community Justice and found that:

- Only 15% of respondents indicated that they were aware of what “Community Justice” was. Although this figure falls somewhat in older age groups.
- Of those respondents who were aware of what Community Justice is, 33% were aware of Community Justice services and / or projects within their community. Those in the 15% most disadvantaged areas were more likely to be aware of such services / projects than those living in the rest of North Ayrshire (37% compared to 31%).
- Overall, very high proportion of respondents (89% in each case) agree that people who have committed an offence should have the opportunity to pay back to the community, and that they should have the underlying causes of their behaviour addressed.
- Respondents were generally ambivalent about the relative effectiveness of prison and community sentences in preventing re-offending, with 66% indicating that this “depends on the circumstances”.

Scottish Government published crime stats show that:

- The rate of crimes (all crimes) in North Ayrshire ranks 11th highest in Scotland. The rate is below the national rate, and since last year has decreased by 2%. The rank has fallen from 12th last year to 11th this year.

- Compared to other areas of the country, North Ayrshire has higher levels of 'Non sexual crimes of violence' – 9th highest rate (although the rate decreased from last year the rank went up, suggesting it decreased more significantly in other areas)
- Compared to other areas of the country North Ayrshire had lower levels of 'Sexual crimes' – 18th highest rate (decreased 4% but increased 2 ranking places from last year).

Crime statistics were shared with partners at our delivery groups for consideration whilst developing our new CJOIP.

In March, **North Ayrshire ADP** facilitated a Development Day which aimed to engage partners from across the landscape of alcohol and drugs, including Justice.

The engagement highlighted that there are strong working relationships between Justice services and drug treatment and recovery services in North Ayrshire (NADARS). NADARS have a positive working relationship with Justice Services. There are good links with campus police officers, and they can raise any concerns with justice social work services. Equally, any incidents that occur out with school the police are fully involved.

Families Outside were identified as being a useful resource in being able to provide support to families. Education are now able to make referrals to Families Outside if they are supporting any children whose parents are in prison. Additionally, the police are also working alongside **Turning Point Scotland** to take referrals from custody suites.

There are robust assessment and care planning processes as well as positive throughcare support and pathways if someone is convicted. For young people, the MASH and Youth Justice Team are supporting young people into their 20s who are involved in the justice system.

As with other areas of discussion throughout the day, having people with lived experience providing support to people within the justice system was recognised as being extremely valuable. Having that type of support available in prisons and within HSCP services has supported more people into recovery and helped with reducing the risk of reoffending. The responses indicated the existing resource should be built upon to help offer more support within prison settings and to people when liberated.

From a strategic perspective, it was highlighted that the ADP have no identified outcomes related to Justice outlined within the strategy. There are national drivers and outcomes that can help inform this, but this is clearly an area for development.

There needs to clear focus for supporting people with alcohol or drug related support needs within the justice system which involves partners across the landscape e.g., social work, prisons, third sector organisations.

We may have to consider our approach to help empower people into recovery. For example, people are referred to NADARS and attendance is mandatory as part of a Drug Testing and Treatment Order, which is designed to reduce drug use and related reoffending. It was again highlighted the valuable role Recovery Development Workers play in supporting to empower people into recovery for the right reasons.

Despite that, people identified the pathways from prison to rehab, referred to as turnaround, as being clear for males. However, there is a gap in provision of rehabilitation services for females. Overall, there is a consistent theme about understanding pathways and what support is available across the landscape of alcohol and drug support services from a justice perspective.

It was clear from the feedback that employment opportunities for people with a previous addiction issue and a criminal record are limited. For example, employment within a school or working with young people can be challenging. One response highlighted that schools should have more awareness of justice services to help support people and families in the system. It could be suggested involving people who have experience and have been successfully rehabilitated could be a good way of facilitating this.

The investment in lived experience in this area could be integral to providing the most robust model of support possible in North Ayrshire. This could help people understand pathways and what support is available. Additionally, having good relationships with people and understanding this element of the recovery landscape could help the ADP to fund the appropriate diversionary activity for people in the community.

The ADP will be updating their strategic plan for 2024 onwards and will consider all the feedback around Justice in helping to shape and influence our strategic priorities and actions. Further, it is important that we remain engaged with the entirety of the Community Justice Partnership to ensure we are working collaboratively to produce better outcomes for people across Ayrshire.

North Ayrshire Justice Services have engaged with service users through continued use of entrance questionnaires. This enables early discussion of the individuals needs and expectations. It can also help identify potential issues with engagement and remove these barriers at the earliest opportunity to increase the likelihood of successful completion.

Justice services have continued to empower those with lived experience by encouraging service users to participate in the MAD (Making a Difference) project, in both the activities and within meetings to gather their views and insights. This provides service users with an opportunity to contribute to the delivery of the service. One barrier to progression in this domain is the limited time workers have to dedicate to MAD activities and meetings. This can be time intensive and oftentimes other statutory duties have to take priority. We are currently engaged with various partners through these initiatives. For example, we rent space from KA leisure for the sporting activities and have agreed cut price memberships for some of our service users. We have also built connections with Arran outdoor centre and have a further visit planned with staff and service users in August 2023. Links have also been established with Families Outside. They attended recent team meeting to promote their service. This provides us the opportunity to link service users' families in for additional support through these most difficult of periods.



Unpaid work has a Twitter social media page to evidence work completed within the local community and to display the type of work we can undertake to others looking for help with their projects, e.g., in our Christmas workshop producing festive products including reindeers and eco-friendly snowmen.

An elected members event took place which unpaid work attended, and there is a stall to display unpaid work at several community engagement events throughout the year alongside partners.

5.5 South Ayrshire Activity

Scottish Government published crime statistics show that:

- The rate of crimes (all crimes) in South Ayrshire ranks 17th highest in Scotland. The rate is below the national rate, since last year it has increased by 5%. The rank has increased from 18th last year to 17th this year.
- Compared to other areas of the country, South Ayrshire has higher levels of Crimes of dishonesty' – 6th highest rate (increased 8% from last year while the rank stayed the same, suggesting it also increased in other areas)
- Compared to other areas of the country South Ayrshire had lower levels of 'Sexual crimes' – 28th highest rate (although this increased 5% and 1 ranking place from last year).

Crime statistics were shared with partners at our delivery groups for consideration when developing our new CJOIP.

If an understanding of community justice was an integral part of a conversation with a customer, **SDS (Skills Development Scotland)** Careers Advisers would work with the customer to help them improve this. This could happen in a variety of settings in the delivery of our school and post school services.

To support our own staff in the delivery of our services to individuals we have begun to roll out trauma informed practice training to our operational teams. We are using the NES/NHS modules which are part of the National Trauma Training package.

A joint Memorandum of Understanding is being developed with Scottish Prison Service and SDS which covers our work within the HMYOI establishments (which is in line with our statutory work directed at young people in the senior phase/schools).

Within **South Ayrshire Justice Services** continued co-location within the Newton Primary School hub (which offers food and clothing banks and other supports to community members) to offer increased opportunity to engage directly with service users within their community when they attend. This has offered an opportunity to connect with hard-to-reach service users who have disengaged. It has also allowed a communication pathway from the hub to the Justice Social Work team as concerns or needs for support have arisen.

The Unpaid Work (UPW) team

- Attend the Safer Communities Joint Action Group (JAG) each month and have taken on a number of work areas through attending these including, targeted clear ups in public spaces at the rear of shops in Lochside and Whitletts. Our Unpaid Work team also participated in the Lochside Clean-up day, which was a joint working day with a number of housing and community partners.
- Continue to be active partners in the Wallacetown Environmental Focus Group and are considering a range of potential Unpaid Work tasks identified from attending this group.
- Attended the Lochside Community Group meeting from which the team have been able to help with groundwork, gardening, maintenance and waste clearing.
- Representatives attended the Newton Residents meeting, where we have carried out targeted litter-picking and placed two benches for the community at Newton Shore.
- Undertook a presentation to VASA last autumn and were able to identify a number of UPW tasks with local charities following that engagement.
- Representatives have attended a number of Community Council meetings and from them taken on work improving natural habitats in wooded areas; built a number of bird, bat and bug houses for community groups; cleared sand and weeds from the esplanades at Troon, Ayr and Girvan and refurbished a number of memorial benches. The attendance at these meeting is vital for engagement with local communities and many of the UPW

activities we have taken on recently have been as an indirect result of attending community council meetings. We have carried out work at Muirhead, Kingcase, Kincaideston Primary Schools for their outdoor areas; as well as Kyle and Ayr Academy helping with bike tracks and poly tunnels. Each of these activities developed from discussions within community group meetings.

Consultation across South Ayrshire is ongoing and generally undertaken in the form of presentations to local community councils across the authority, promotion and awareness raising of the team at Ayrshire Employment Events and community days. In January 2023 a presentation was provided to elected members in South Ayrshire by the Justice Service and Senior Managers to communicate the breadth of work undertaken by the service and to outline plans for service development. Additionally, a similar presentation was given again by the Justice Service and Senior Managers to the South Ayrshire HSCP Integrated Joint Board in February 2023 to outline the role and remit of Justice Social Work Services, the specific pressures the service was responding to 'post covid' and future plans to communicate with a range of relevant partners.

A dedicated Justice webpage is operational within South Ayrshire Council public website outlining some of the different types of work/projects the team have undertaken. Community groups and representatives can make direct referrals for assistance from the Community Payback team using the link to the request form and there are also contact details provided.

Unpaid Work teams worked in partnership with River Garden Auchencruive, a charity that helps people in the early stages of recovery from alcohol and drug addiction.

Teams serving CPO's have been undertaking grounds maintenance work as part of the extensive ongoing improvement programme and were tasked with felling several trees. Unpaid Work teams were able to remove several trees and used these to construct reindeer and snowmen herdsman on the lead up to Christmas.

Teams learned how to take accurate measurements, how to use hand drills and saws safely, as well as the use of specialist glue during the construction stage.

River Garden were selected as a beneficiary as they provided the wood which allowed the teams to make the reindeer and snowmen. River Garden hosted their annual Christmas Faye and were able to sell the items raising money for the charity.

The Ayrshire Hospice, a charity providing specialist care and service to those affected by life limiting illness had contacted the Unpaid Work team. The service was able to donate several reindeer and snowmen for the charity to sell, which generated over £300.



One donator said, "Our addition to the family stood proud over the festive period – thank you".

An Unpaid Work Coordinator said, "I spoke to the teams who were involved in this work, and they felt they had really benefited from it. One service user told me that, when he went home, his partner had bought flat pack furniture and he confidently built it up. He told me he had never attempted anything like that before and had assumed it was beyond him."

“Another service user asked about the possibility of restoring furniture and as a result of this we have contacted a local charity, Community Gift Exchange, who restore donated furniture, and are putting together a plan to take on restoration and upgrading work.”

NATIONAL OUTCOME TWO

Partners plan and deliver services in a more strategic and collaborative way

Where applicable have regard to the following indicators:

- Services are planned for and delivered in a strategic and collaborative way
- Partners have leveraged resources for community justice
- Development of community justice workforce to work effectively across organisational/professional /geographical boundaries
- Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA

6) How has your partnership worked to enable strategic and collaborative service planning and delivery?

This section details activities undertaken by partners toward National Outcome Two, around partnership working.

6.1 Activity Undertaken by CJAP Support Team

We hosted several events over the course of 2022/23 to gather important feedback from partners and steer us on our aims moving forward.

- In collaboration with Community Justice Scotland, we held a Horizon Scanning event with partners this year. Hosting a truly representative number of community justice stakeholders provides the best set of responses to a horizon scanning exercise: each stakeholder will have competing priorities and different future challenges, and emerging issues may be perceived in different ways. We performed a thematic analysis of the feedback received through this event which gave us valuable insights around the strengths, weaknesses, opportunities, and threats of the partnership. The responses gathered will be used in our development of our new CJOIP.
- We held a pan-Ayrshire Community Reintegration Workshop in December with the objective to discuss throughcare from prison and community reintegration. The workshop was aimed at practitioners, community members and people with personal or family experience of returning to the community after serving a custodial sentence. As well as presentations, we facilitated round table discussions and considered case studies. The feedback we received will be considered in the development of our action plan for the new CJOIP, specifically through our Community Reintegration Delivery Group. This work has been linked to the pathfinder work with Scottish Government on the development of GIRFE which includes a people in prison theme.
- In November we held our 'Community Justice Matters' conference with around 150 delegates in attendance, including local Elected Members, senior leaders and front line practitioners from a wide range of statutory and third sector services. Attendees were presented with input from Keith Brown MSP, the Community Justice Deputy Director, the Chief Executive of Community Justice Scotland, from youth group Heavy Sound CIC, and from CJ partners in Public Health Consultancy and SFRS.

Local authority delivery groups have been established with partners from community justice in each area. An introductory session was held in September so people could put forward

their thoughts about strengths and areas for improvement, and this fed into the meetings which took place in 2023. The purpose of the groups is to bring partners together, make connections, share learning, and contribute to improving community justice outcomes for both people in contact with the justice system and the wider community who are impacted by justice issues. This includes linking partners and providing updates from other areas (e.g., where some services work within a local authority boundary and others like health services work across all of Ayrshire).

We also established our Diversion, Intervention and Alternatives to Custody Delivery Group in 2023. With initial membership from ADP, Ayrshire Justice Partnership Services, SACRO and Police Scotland (and potentially more members to be added) this group will focus on local actions around diversion, including progressing some recommendations from the Joint Review of Diversion from Prosecution published in February 2023.

6.2 Pan Ayrshire Activity

Partners in the **Ayrshire Equality Partnership** held a successful hate crime conference called 'Empowering Communities in Ayrshire To End Hate Crime' in October 2022.

The conference, attended by over 120 delegates, aimed to inspire, and empower delegates to challenge the attitudes, actions and behaviours which underpin hate crime.

The Ayrshire Equality Partnership is made up of Ayrshire College, the Ayrshire Valuation Joint Board, the three Ayrshire councils, Community Justice, NHS Ayrshire and Arran, Scottish Fire and Rescue Service, Police Scotland, and the University of West of Scotland (UWS).

Hosted by Dave Scott, Campaign Director of Nil by Mouth, a national anti-sectarianism charity, the conference featured keynote addresses from Dr Christian Harrison, Reader in Leadership – UWS, and Khadija Mohammed, Senior Lecturer – UWS, a choice of workshops and networking opportunities with a host of organisations.

Keynote speaker Khadija Mohammed said: "This was such an important and much-needed event to bring together diverse communities across the public sector to raise awareness of hate crime and provide the opportunity to discuss how we can collectively address this.

"Education is a powerful vehicle to disrupt the status quo and encourage young people to think critically about what they are learning and challenge the negative stereotypes that continue to influence and shape behaviours."

Police Scotland representative, Superintendent Shaheen Baber, said: "Hate crime should have no place in society and will not be tolerated. Everyone has a right to live safely as their true and authentic selves, without fear of prejudice.

"We understand it can be hard for people to report a hate crime, and in some cases to even recognise or acknowledge that they have been a victim.

The development of the **RISE** service and the forum alongside Justice services has supported collaborative discussion, shared understanding of roles and responsibilities and aimed to reduce access barriers in access.

Through membership of the CJAP Board, **SFRS** as a key partner has been able to share what contributions have been made and by listening to partners on the Board and by presentations made to the Board, SFRS can and do offer various elements of support to others. Through the partnership events like Recruit with Convictions were made possible. The event was only made possible through the partnership and included lived experience

attendees at the event. This aims to signpost and encourage people with lived experience to think of a career within SFRS and expresses the opportunities that currently exist.

Discussion around support for the five Community Justice Delivery Groups also allows closer working and joint activities around achievement of our justice outcomes.

Within **Police Scotland**, the MAPPA process plays a pivotal role in establishing and maintaining strong partnerships between SOPS and community justice partners. Management of Offenders etc. (Scotland) Act 2005 lists several bodies that have been identified as Duty to Cooperate (DTC) agencies and therefore it is imperative key working relationships are maintained.

Through MAPPA process several local programmes are available such as Moving Forward Making Changes (MFMC), Stop It Now which provide offenders with techniques/mechanisms to resist further offending and overcome sexual urges.

Varying data and information is held and routinely shared within the MAPPA process around community-based court disposals such as Community Payback Order's, Restriction of Liberty Orders, Licence conditions etc. Through excellent information sharing with partners, effective risk assessment can take place and ideas/processes floated that will support change and improvement.

As highlighted in the **MAPPA** Annual Report 2022, there is a need for MAPPA level 2 and level 3 Chairs to have an understanding of current risk assessment processes and risk practice. While those MAPPA Chairs who routinely deal with such work are highly competent, other MAPPA Chairs, particularly at level 3, who are all Senior Officers and largely now removed from the operational practice, and particularly Senior Police Officers who do not have a background in risk practice, may feel ill-equipped when faced with decisions around very high-risk offenders. As a result, the SOG requested that Professor Hazel Kemshall, emeritus professor of Criminal Justice at de Monfort University, who is generally held to be the architect of MAPPA, be asked to deliver training to our level 2 and 3 Chairs. This training was made available to professionals from across Scotland and a total of 109 individuals attended representing all MAPPA partner agencies. Two sessions were held in Glasgow and one session in Perth and the training was unanimously evaluated as first class and a video of Professor Kemshall's Training has been made available to all MAPPA partner Agencies.

A MAPPA awareness video has been developed and has been circulated to all MAPPA partner agencies. The video provides a basic awareness of MAPPA that would be useful to newly appointed staff and for newly elected councillors who may wish to know about MAPPA.

Inputs continue to be provided to other SOGs across Scotland regarding the South West Scotland model for dealing with internet facilitated outing of offenders. Such outings continue to cause difficulties to MAPPA partner agencies but the level of activity from Community activist Groups has not reached the same level as 2020.

The SOG continues to development and strengthen links to all Child, Adult and Public protection committees and report directly to the local Authority Chief Officers Groups, including circulation of literature to promote the service.

NHS Public Health are developing a life course approach to justice involvement involving risks and opportunities/preventive approaches for individuals, families and communities.

Public Health are framing / developing contributions across the different forums in a common style and format to support learning and activities across primary, secondary, and tertiary approaches to intervention.

Ayrshire Justice Partnership Services visited Borders and Dumfries and Galloway Justice teams to discuss and share best practice with regards to their development of Structured Deferred Sentence, Diversion from Prosecution and Drug Treatment and Testing Orders.

Ayrshire Justice Partnership - development of team to work across Local Authority boundaries, providing flexibility and expertise within economies of scale. We have collaborated with partners to improve service delivery, the female offenders team delivered group work within the women's aid hub in Saltcoats, allowing women to access the facilities within the hub.

Pooling of resources of EM bail between North and East Ayrshire to provide targeted but flexible service.

Training has been delivered jointly with neighbouring local authorities to provide economies of scale and ensure viability of courses whilst sharing resources in terms of venues and trainer's time. This has allowed staff to access training and learning opportunities otherwise unavailable on a singular local authority basis.

Justice Partnership Services operate across Ayrshire to support area teams and to provide specialist services to all Justice service users. Best value approach implemented due to economies of scale. Justice partnership services have gone from strength to strength and in recent 5 year report all services have optimised use of disposals with positive outcomes and feedback.

The Local Diversion forum provides strategic as well as operational support to Justice Partnership services and youth teams across Ayrshire. Recent developments have included changes to data collection through Government and implementation of recommendations as highlighted through recent Review by the Justice Commission.

The National Strategy for Community Justice Framework has now been adopted by Ayrshire Justice Partnership to ensure focus and to allow for service developments and operational decisions are always taking into consideration wider objectives. This framework will be utilised from March 2023 and updated on a quarterly basis. This allows for a streamlined approach to be adopted by all.

With regards to strategic objectives in relation to reducing the number of individuals in custody, we received Government instruction and guidance in relation to the implementation of EM bail and development of Bail Supervision and CPO RMR with very little or no previous discussion. Introduction of these services at a time where we had no assessment framework, indication of resources (in the longer term) and no platform to discuss resulted in resources being utilised from other services. Although there is awareness of strategy, implementation of new services, service design and tools to implement must be fully discussed and in place prior to implementation.

In Ayrshire we have demonstrated full utilisation of alternatives to custody, with increased numbers overall for Bail Services, including EM and Bail Supervision and Structured Deferred Sentence.

Diversion from Prosecution is being fully utilised across Ayrshire by both adult and youth services. Attendance of national forums brings focus and discussion to local forums to continually develop the service.

DWP have trebled the resource of Prison Work Coaches with every LA area within Ayrshire having a dedicated Prison Work Coach (PWC) operating in that area.

6.3 East Ayrshire Activity

Within **Vibrant Communities** the Youth Action Team work in partnership with community partners, particularly Police Scotland and SFRS to improve services and target local hotspots due to complaints about Anti-social Behaviour. The benefits of working with partners has meant youth action teams can be mobilised to hotspot areas and reduce pressures on partner services. Co-ordinating delivery has also been utilised when an area has high incidents of ASB, and it allows for partners to work and engage with young people better. It has also allowed the service to engage with provide support to local youth organisations and sports clubs who are being affected by some aspects of youth disorder – this has strengthened relationships and partnership working with some of the voluntary sector colleagues.

Through the facilitation of our Family Involvement Programme (FiP), parent/carers identify topical areas for discussion, this has included Managing Teenage Behaviour – delivered by our colleagues from the Children and Families Team, Substance Awareness input from the Campus Police Officer, Social Media session – delivered by Doon Academy Teacher and Peer Relationships. As part of the Parental Empowerment Programme, parents and carers co-produce a bespoke offer of sessions including Water Awareness and Deliberate Fire Setting as well as Defibrillator Training - delivered by Scottish Fire and Rescue, Input from our Stigma Officer and CPR and First Aid Training delivered by the British Red Cross.

Positive feedback from parents/carers to FiP

“The session was really welcoming and relaxed”

“Enjoyed spending time as a family doing something different”

“You get to meet teachers and interact with them and they get to know you a little!”

“The sessions were always really welcoming and relaxed, we could all talk openly and have laugh and there was no judgement”.

Promotion of RespectMe with children, young people, and their wider families. Information shared as part of 1:1, group work and family learning programmes as part of ilunch, Enhanced Transition programme and REST (Respect, Empowerment, Support and Teamwork).

Quotes from young people (Muirkirk Primary School):

"Respect is being quiet when somebody else is talking and listening to people."

"Empowerment is showing someone to do something themselves and encouraging them to do it."

"Support is when you see somebody who is needing help and helping them."

"Teamwork is passing to other people who are in your team."

Pupil feedback changes pre and post REST programme

'A lot' of knowledge and understanding of

Respect 20% > 89%

Empowerment 0% > 67%

Support 0% > 100%

Teamwork 40% > 100%

Working in partnership and supporting the visitors centre within HMP Kilmarnock, the Foundations Hub allows families to be signposted for direct support of being affected by imprisonment. The Play and Early Intervention team are delivering the play & bonding visits and seasonal events within the prison for children & young people visiting with a parent/carer and the partnership with Foundations Hub (recovery enterprise) allows for community support for these families.

Vibrant Communities deliver intergenerational work through nurseries, primary and secondary schools to improve mutual respect across the age ranges. This has an early intervention approach to build respect, relationships and appreciation across generations hopefully reducing stigma for young people and reducing anti social behaviour near our older peoples units.

The Parliamentary Justice Committee were due to scrutinise the Scottish Governments Bail and Release Bill and wanted to speak to people with a lived experience of Bail. The Committee met with **GRAFT and CVN** after requesting to hear informally from frontline staff and service users for a sense of how support for people recently liberated works on the ground. For example, what are the practical challenges with getting prisoners into housing, access to GPs, benefits and other support services.

MSPs wanted to shadow a member of the GRAFT Team as they felt it would be valuable for Committee Members to give them a real feel for what happens on the ground.

The Committee invited us to attend the Scottish Governments Bail and Release Bill debate and will continue to support this to make sure the voice of the lived experienced is heard and supported.

CVN and the Graft Project link in with a wide variety of community, third sector and statutory services with support being provided to apply for a range of benefits or maximise existing

benefits including Personal Independent Payments and Universal Credit. Additional input includes support to access Scottish Welfare Fund, Bus Passes and Council Tax Rebates.

Our Community Development Worker makes referrals to a wide range of partner agencies including addiction services, Citizen Advice Bureau, Breathing Space, Wavelength, Cruze Bereavement Service and Home Energy Scotland

6.4 North Ayrshire Activity

Money Matters have a Welfare Rights Officer (WRO) who works closely with Justice Services including undertaking joint visits. The WRO attends the North bail clinic every Wednesday as these people are often recently out of custody and often need support with benefits. WRO provides advice and assistance to staff re benefits and financial inclusion. WRO attends team meetings regularly and give updates on both the service and benefits updates as well as attending Community Justice Ayrshire Partnership events.

Co-working cases with Justice staff to best support the service user. For example, joint appointments or calls, information sharing and passing on any concerns about the service users presentation or difficulties. Often service users will mention a benefit issue to their Justice Officer and not contact us directly, however with good relationships the Justice Officer can easily feed that information back. Can work together to do the practical side of picking up and getting forms signed, calling DWP etc.

Within **North Justice Services** unpaid work is available to access throughout North Ayrshire, and we also offer a smaller scale service on two Islands. However, we often struggle to gain access to any personal placements within the islands.

In relation to the Justice fieldwork team, we continue to work in partnership with the Sex Offender Policing Unit through MAPPA. We have existing processes in place whereby regular MAPPA meetings are held for joint cases and information is frequently exchanged to ensure the highest risk cases are robustly and safely managed. In terms of developments, plans are in place to re-commence face-to-face reviews for Registered Sex Offenders which will further increase joint working and information sharing practices. The Partnership Delivery Team have liaised with the forensic mental health team and organised monthly Justice forensic forums whereby a psychiatrist attends for a joint discussion of the most complex cases. This allows appropriate information to be shared and advice sought on how to manage the most challenging cases open to Justice.

6.5 South Ayrshire Activity

Health and Wellbeing Team have been engaging with CJ partnership to discuss support available, planning of activities and support for CJ partners is now developing.

Justice Services recruited a Peer Mentor linked to the Justice fieldwork team in 2021 to support people within the Justice System to address their needs and promote their rehabilitation with a primary focus of supporting people upon their release from prison. This was undertaken in close consultation with SAC ADP and their support and experience in developing peer employment posts. This post has continued throughout April 2022 until March 2023 (and beyond). This post has worked closely with other peer workers based with RecoveryAyr and has supported justice services in terms of offering support to short term prisoners through voluntary throughcare and also to service users experiencing difficulty with alcohol and drug issues who require support to connect with local community-based recovery activities. The peer worker has used their links with those with lived (and living) experience and the service user engagement group (PING) to develop a mutual aid support

group for those leaving prison. Links with the recovery community through these initiatives also encourage participation in wellbeing activities such as football and walking.

In addition to the development of the group, the Justice Peer Worker has been able to offer direct engagement with service users struggling to link with available services and supports including the recovery community supports. Creating an opportunity for service users to have a point of contact and support into the available community-based supports has been an important development for our team and our approach.

A number of services delivered by statutory justice in Ayrshire are delivered in partnership. **Ayrshire Justice Partnership Services** provides flexible group-work programmes designed to fit the needs of both men and women (groups are gender specific). These groups have proven to be successful with generally high attendance rates. Due to Covid between 2020 and 2022 these groups were largely suspended, however during 2022 these groups recommenced. In addition, there has continued to be good support from Ayrshire Justice Partnership Services in terms of delivery of 1:1/2:1 work (in place of group setting when this has not been available) which has allowed specific offending behaviour work to continue. This allows for flexibility in terms of staffing and economies of scale in terms of group delivery. In particular the team deliver MFMC and the Caledonian System group-work element.

A further post, sustained with temporary funding (and available on a pan-Ayrshire basis) has been a Desistance Officer post specifically for working with individuals subject to MAPPA. This post was well received and responded to an identified service need for those subject to MAPPA who may be isolated and required support to engage with their local communities. This post supported such individuals to develop their interests and community links safely and appropriately balancing risk management with supporting service users to meet their good lives goals.

Additionally, the Partnership Services allow for a specialist women's Justice Service to operate responding to women's needs which is pan-Ayrshire; services which can prioritise diversion, bail supervision and structured deferred sentence and services. Another role within Ayrshire Justice Partnership Services is the Addiction Development Officer (ADO) role to support staff to address alcohol/drug related offending, by providing knowledge and interventions to enhance working with individuals. The ADO also promotes the work of Justices Services on the implementation groups of each locality Alcohol & Drug Partnership, as well as contributing to the development of the ADP strategies in relation to alcohol/drug offending and liaising with partners on issues of treatment and support for service users. One aspect of this has been looking at how we ensure all staff have access to Naloxone training and we have explored how this can be cascaded to our UPW supervisors with plans progressed within the reporting timeframe.

Justice Services recognise the importance of improving life chances and supporting people to address their substance misuse difficulties and importantly to listening to the experiences of service users who have engaged with us (or not) to consider how we and other partner agencies may need to improve or develop to increase accessibility or engagement. In partnership with South Ayrshire Drug and Alcohol Partnership the PING service user led group is now well established and relationships between Justice Services and the group remain strong. This includes weekly activities for both men and women, including social fitness and groupwork activities, with excellent levels of engagement and attendance. Justice Services contribute to a dedicated PING Development Worker who has lived experience and who coordinates and develops the PING groups and liaises closely with

Justice Services to help us understand where issues might exist and what changes we can make to resolve them.

Justice staff coordinate with the PING peer workers to co deliver weekly events such as the badminton group.

In South Ayrshire we have excellent links with our ADP. As well as involvement with the ADP and sub-groups, this also includes participation and providing resources in relation to the community navigator pilot and the connect 4 change pilot. These links allow us to raise the needs and profile of service users linked to statutory Justice and connect with a range of partner services.

Justice Services have worked in partnership with SACRO locally to offer access to a counselling service for service users. The South Ayrshire Counselling service was commissioned by South Ayrshire Council and provides counselling support to those individuals involved in Justice Services. Counselling sessions are provided to those experiencing trauma, mental health, and other areas that are affecting lifestyles, behaviour, and health. The service is delivered by a qualified Counsellor, registered with COSCA from a person-centred perspective. The counsellor receives both operational supervision from Sacro and external clinical supervision from a formally qualified Counselling Supervisor.

This ensures compliance with regulatory and memberships requirements of a COSCA registered counsellor. This service has been provided for a number of years and has become an integral part of our responses to service users seeking counselling opportunities. There have been 48 referrals for this service between April 2021 and March 2022.

Recognising the frequent experiences of trauma of the service users we work with and the need to be able to offer the right support at the point the service user is ready to engage with it, this partnership has offered access to a trained counsellor and has removed the barriers of access to this support. Justice Services has commissioned SACRO to provide this support on a part-time basis. Feedback from service users has been very positive, stating that this support can enable them to begin to address some of the past trauma in their lives and to consider ways in which they can make positive changes in relation to problem solving skills.

As part of the Whole System approach for women and early intervention. The women's screening programme is offered to all women who are in custody to provide immediate information and initial assessment for women appearing from police custody. The service is aimed to screen every woman providing the Sheriff with brief background information and a proposed bail support plan to offer Sheriffs a viable alternative to remanding women in custody. Justice Services work in partnership with Barnardo's to provide a service for women appearing through Ayr Sheriff Court (particularly the custody court). The screening service assesses the women's individual community support needs and when required, referrals are made to universal services and to more intensive practical support such as to partner agencies including the Shine mentoring project facilitated by Barnardo's locally, and Time for Change to assist with mental health, addictions, housing, benefits, and any other crisis intervention support that the women require within the community. We can also link women with the aforementioned available occupational therapy support. There were 22 referrals to this service over the requested time period with a range of supports offered, including meeting women at the custody suites at Saltcoats/Kilmarnock following release and offering immediate, face to face and practical support.

The service provides interventions at an early stage, to promote and improve outcomes so that women's ability to engage with services is increased, these services include initial and

return dates to court, assistance to access social work, housing, addictions services and NHS, also help to access and complete essential forms. Barnardo's staff work closely with key professionals including allocated social workers, housing officers and employability officers to support women to ensure all appointments are maintained to ensure better outcomes for women.

Justice Services work in partnership with Ayrshire Council on Alcohol to offer a specific counselling service for justice service users. The overall aim of the service is to provide a locally based counselling support service to assist individuals to recover from alcohol misuse. The Service is person-centred and offers self-directed approaches to care that build on the strengths and the resilience of individuals, families, and communities to both attain and sustain personal responsibility, health, wellness, and recovery from alcohol misuse. During the time frame for reporting a new specific counsellor for Justice service users was appointed, therefore creating an opportunity for the team to build relationships with the counsellor, increasing use of the referral pathway and better understanding the service available and which service users might benefit or how best to prepare service users for the intervention.

South Ayrshire Health & Social Care Partnership (SAHSCP) have linked with our Employability and Skills partners and our Literacy support to look at how best to respond to the needs of service users. We have explored co-location of employability and skills (and continue to do so) and have linked with SAC Adult Literacies to develop a process for how we can access fuller literacy assessments and subsequent interventions. The employability and skills service is a central part of many case management plans for Justice in SAC and works with service users to identify training and employment goals and establishes where and when reasonable progress can be made.

SAHSCP have longstanding positive links with our MAPPA partners, meeting through MAPPA meetings and ongoing risk management. These relationships provide creative opportunities to consider what approaches might best meet the needs of a service user and allow us to leverage resources. One example of this is how these relationships have impacted the needs of other service users (non-MAPPA) and when we have had individuals presenting with specific risks, we have been able to negotiate with Housing colleagues to find suitable accommodation cognizant of the relevant risks.

Children's Health, Care and Justice Services came together to plan and implement the Safe and Together model across the service. While some training commenced in March 2022, the majority of this work has progressed between April 2022 and March 2023, with a cohort of the blended Core training delivery (combining online 'live' tutorials alongside online training which commenced in January 2023 and a 4 day in person Core training completed in January 2023.

Justice Social Work section 27 budget contributes £30,000 to PING Development Worker and subsequent costs.

NATIONAL OUTCOME THREE

People have better access to the services that they require, including welfare, health and wellbeing, housing and employability

Where applicable have regard to the following indicators:

- Partners have identified and are overcoming structural barriers for people accessing services

- Existence of joint-working arrangements such as processes / protocols to ensure access to services to address underlying needs
- Initiatives to facilitate access to services
- Speed of access to mental health services
- % of people released from a custodial sentence:
 - a) registered with a GP
 - b) have suitable accommodation
 - c) have had a benefits eligibility check
- Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending

7) What steps have you taken to improve access to services, and what impact has there been as a result?

This section looks at work undertaken by community justice partners towards National Outcome Three:

7.1 Pan Ayrshire Activity

The development of **RISE** and it's associated forum over the period 2022 – 23, have supported access to mental health and wellbeing support and person-centred assessment and interventions for people referred to the service who require short-term interventions that promote / develop skills in self-management. Where assessment indicates other need, RISE and Justice Staff have supported people to access other supports/ services.

Challenges have existed where further gaps across services have been highlighted and discussion has supported collective understanding of the remit of each part of the service.

Within **Justice Services**, MARAC (Multi-Agency Risk Assessment Conference) launched across Ayrshire in August 2022. MARAC is a local meeting where representatives from statutory and non-statutory agencies meet to discuss individuals at high risk of serious harm or murder as a result of domestic abuse. The meeting provides a safe environment for agencies to share relevant and proportionate information about current risk, after which agencies agree actions to reduce risk and increase safety. The primary focus of the MARAC is to safeguard the adult victim. However, the MARAC will also make links with other processes and agencies to safeguard children and manage the behaviour of the perpetrator. MARACs are attended by a range of adult and children's services including Police Scotland, Women's Aid, local authority, and health services. Colleagues across Ayrshire recently met to reflect and consider learning from the first year of MARAC.

HMP Dumfries have developed and implemented a Wellbeing strategy which has involved the employment of a Wellbeing Officer for a 12-month trial period. This officer has engaged in partnerships with NHS, We Are With You, and Scottish Recovery Consortium to provide services and engagement to support recovery from addictions and trauma.

In addition, the Wellbeing strategy has focussed on the implementation of a Wellbeing Garden which provides opportunity to support mental health through a Men's Shed and a programme of fitness and wellbeing provided by Physical Training Instructors.

Working alongside partners to deliver targeted interventions for groups and individuals **SFRS** have been able to demonstrate the added value from experience in community justice and restorative justice. This type of approach also focused on supporting parents and carers responsible for young people involved in anti-social behaviour and higher tariff offences. The

focus continues to be around the whole families support to allow the family the opportunities often.

Along with our partners in the local authority **Sacro** provide targeted interventions to those identified to us, we do this with our Counselling service, Justice Support, and our Alcohol Throughcare Service (ATS).

117 referrals
received for 1:1
counselling

Feedback from people using counselling services

"Explained why I'm feeling the way I was and gave me hope."

"I would highly recommend counselling... been a fantastic help at such a difficult time."

"Made things seem clearer about what would help me moving forward."

Sacro received continued funding from both North and South Ayrshire councils for our Counselling service. The service offers 1-1 counselling to those working with Justice Social Work, who, by virtue of their offending, are excluded from many of the other social and personal support routes that we take for granted. This service allows a fast response for those who require counselling, it can alleviate the pressure on mental health services and support those in need. We look at several methods for the counselling to be delivered, Walk and Talk, 1-1 in person within dedicated spaces within Social Work offices or in the individuals local community, on the telephone or online, we assess this based on the individuals needs and wants.

Sacro also provide additional Justice Support to North Ayrshire. We utilise the Outcome Star (Justice Star) within this service. The Justice Star is a self-assessment which is completed with the individual to look at the areas of support need. An action plan is created which is bespoke to everyone. This allows for targeted intervention to be given to improve outcomes for individuals. Within this service we provide an assertive outreach model to ensure that each individual can access supports within there own local community and do not have to travel to access the support we provide.

Sacro's Alcohol Throughcare Service has strengthened links with prison-based health services to enable alternative links and routes of access by those in custody. On a weekly basis the service attends a Community Reintegration Meeting attended by, NHS, DWP, senior staff for Serco, Police Scotland and numerous Third Sector organisations. This groups seeks to assess and review the needs of people due to be liberated from HMP Kilmarnock and ensure they have access to the appropriate services. These sessions inform both on a needs and support level but also allow community-based service (Sacro ATS) to develop robust risk management strategies. The services continues to seek new partnerships and referral links within the area to ensure all those who may be in need of the service receive an offer of support.

Within **Ayrshire Justice Partnership Services** a pilot of the services implemented through first phase of pathways – early intervention through Diversion/ Structured Deferred Sentence and Partnership Women's Team. Review of service completed in January 2023, with consideration for implementation of referral pathways from Court and MAPPA.

February 2023 saw the introduction of a Forensic Mental Health / Justice Services Forum, which takes place on a 6-weekly basis in person. The purpose of the forum is to identify

service users and areas of presenting complex need whereby cases are discussed in a collective manner to allow for evidence-based approaches to be identified, discussed, and implemented by Social Work staff. This forum has proved to be extremely enlightening for Justice staff who are reporting more confidence in directing supervision sessions and achievement of positive outcomes for service users.

In 2023, Justice Partnership Services have been more accessible to service users in rural areas through running general offending groupwork for both women and men within rural areas of East Ayrshire. These groups were extremely successful; however, resources were stretched throughout these periods.

Regular meetings with NHS Addiction Services across Ayrshire by the DTTO team continues to facilitate positive relationships and partnership working. Implementation of MAT standards has come to the fore within conversations and discussions have taken place with regards to trauma skills development for Justice staff.

With the increased Prison Work Coach resource deployed by **DWP** in the area we have supported the welfare, housing and employability activities of the prisoners and the partner agencies with the knowledge that the staff have on the DWP benefit regimes and supporting process. This has been further improved by the Prison Work Coaches engaging with prisoners in pre-release and then in the prisoner's home jobcentre on release. This gives a continuity of engagement and support that prevents customers having to repeat the activities and build another relationship with staff on the Jobcentre site. The Prison Work Coach will maintain the customer in their own caseload to ensure that continuity of engagement is maintained. Previously the Prison Work Coach would have booked the customer into a site Work coach and the prisoner would need to start the engagement and relationship with another member of DWP staff.

7.2 East Ayrshire Activity

In **East Ayrshire Housing Services** Rapid Rehousing Transition Plan, we note the challenges for local authorities and partners to overcome when someone enters and is liberated from prison, for example:

- Loss of settled accommodation upon sentencing;
- Demand for temporary accommodation upon liberation;
- Prisoners neglecting to submit a housing application and therefore not being on the SEARCH waiting list prior to release;
- Prisoners not attending pre-arranged interview on release and presenting at a later date or not at all.

To build on the existing partnership arrangements, the following actions were identified within our Rapid Rehousing Transition Plan to ensure that all partners demonstrated ongoing commitment to meeting the SHORE Standards:

- Create a multi-agency development and implementation group for SHORE Standards;
- Develop a SHORE Standards Protocol;
- Target a specific group of prisoners for outreach work within HMP Kilmarnock as identified by Ayr Housing Aid as in need of intensive support;
- Fully explore feasibility of conducting face to face Housing Options interviews at HMP Kilmarnock.

East Ayrshire Council works in partnership with Ayr Housing Aid to accommodate prisoners on release from incarceration from HMP Kilmarnock and HMP Barlinnie.

The Council also works with several organisations, meeting the SHORE Standards to improve the preparation and support for those in, and leaving, custody, namely, SERCO, Community Justice Ayrshire Partnership, and NHS Ayrshire & Arran.

Most individuals who use the prison advice service are local authority tenants who may require advice on benefit entitlement, sub-letting and retaining their tenancy. This highlights the importance of local authorities working with all stakeholders to ensure that tenancy advice, support and accommodation is available for prisoners on release. This is further reinforced by the fact that most individuals expressed that they needed advice on housing options and benefits information and guidance.

Within NHS at HMP Kilmarnock, staff carry out early identification at reception and routine clinics resulting in onward referral to housing providers for those at risk of homelessness upon liberation and ensure an assessment of social circumstances/history is completed, incorporating housing status.

A Preparing For Liberation (SHORE Standards) Checklist has been implemented to enable Neighbourhood Coaches to take a holistic approach when measuring outcomes for tenants who go into prison, with consideration given to housing, health and wellbeing, money matters and employment and training, encouraging collaboration with partner agencies at every stage.

The impact of this activity has resulted in no repeat homeless decisions in 2022/23, which is echoed in the previous two financial years. These statistics reaffirm the benefits for collaborative working across agencies.

In 22/23, our prison housing advice provider, Ayr Housing Aid, completed a total of 644 appointments, this includes 455 ongoing cases and 189 new cases. This shows that service users are engaging in multiple appointments whilst in custody, highlighting their trust in the service and need for advice all through their sentence.

Of the total 396 cases which Ayr Housing Aid managed from individuals at HMP Kilmarnock, 287 were from single people (72.5%). Feedback from Ayr Housing Aid informs that many prisoners are often isolated and may not have a support network on the community to help manage their housing issues while in prison, such as collecting mail, ensuring their home is secure, packing up belongings or handing back house keys. An emerging issue is a sentence which exceeds the benefit entitlement period where the tenant is unwilling to terminate their tenancy, no family support and no storage options for their belongings and results in the accrual of rent arrears. This highlights that additional information and support on housing and benefits could be provided at an earlier stage.

Support referrals are made from entry to ensure support is in place should someone be released from court/remand, this also allows the support worker to build a relationship prior to release.

108 cases closed and in 55 cases homelessness was prevented

Ayr Housing Aid also now contact 3 months prior to release instead of 2 months for earlier intervention and then see everyone due for release at 6 weeks pre-liberation. Everyone is also discussed at the weekly Community Reintegration Meetings.

Within **Vibrant Communities**, the creation of Youth Action Team Roadshow to educate young people about their behaviours within communities has brought partners together and we have worked to reduce Youth Disorder and Anti-social behaviour complaints. This has

proved extremely successful with 97% of young people indicating they will be more responsible in the community because of the workshops.

ACT – Achieving Change Together; supporting women in EA who have had their child/ren removed from their care. Working together with H&SCP, Housing, EA Advocacy and Recovery Services to support women to engage with services and organisations. Partnership work with housing to support access to welfare funds and housing support officer input.

Vibrant Communities Lifeskills and Inclusion team has continued to offer Adult Literacies Support to the communities of East Ayrshire providing 1:1 and HUB based supports specific to everyday reading, writing and numbers. Services are tailored to individual needs and person centred to ensure barrier removal is key to adults accessing the provision. Adult Literacies Essential Skills Service is free and confidential. The service works closely with partner agencies to ensure a smooth transition for adults wishing to access our services. The links include - NHS- GPs, Community Connectors, Social Work, JWP and many charitable and community organisations.

1:1 and HUB based provisions are located throughout place-based areas continuing to improve on partnership referrals from the above agencies.

1:1 Adults accessing provision are well attended and the development of stronger links with place-based agencies has encouraged referrals to our Adult Literacies provision.

Adult Literacies provision has strong links with our Community Based Adult Learning provision within Lifeskills and Inclusion VC to allow for signposting of Adult learners on to positive destinations.

New provision for Lifeskills and Inclusion team for 2023 which will enhance our Adult Literacies core provision is our Multiply- Numeracy First steps provision funded through the UK Shared Prosperity Fund. This service has a targeted remit on numeracy supports for adults and families within East Ayrshire. Overall aim of providing numeracy learning opportunities to increase confidence with numbers for those needing the first steps towards formal qualifications and numeracy workshops for parents wanting to increase their numeracy skills to help their children and help with their own progression. This numeracy specific funded service has allowed us to enhance our core Adult Literacies provision by developing an accredited learning route. Lifeskills and Inclusion team have been working closely with SQA and have developed three credit rated Money MOT customised awards at SCQF Level 3, 4, and 5 with topics specific to Money lifeskills. Topics covered are personal banking; savings; best value shopping; borrowing; paying bills and budgeting.

The community reintegration model in place in HMP Kilmarnock is currently being reviewed to strengthen the arrangements and support plans for those leaving custody. This work has aligned with work with Scottish government on the development of a Getting It Right For Everyone framework which has included a work stream for those in custody. This work has included key partners to ensure a clear joint understanding on what is currently being offered and areas for development. The work has also included consultation with those with lived experience to understand their journey with further sessions planned to co-design tests of change to take forward.

Dalmellington is one of the rural communities in East Ayrshire, there has been very positive experiences of Justice social worker staff being based in the area a couple of times a week, linking with other services, and providing support to people in their own communities. Work

is underway to develop a new community space in the area which will further enhance – workers going to the area – working closely with other partners.

Recovery hub links to a lot of positive supports in the recovery community for those who have support needs in relation to their drug use. Through justice social work we regularly link people in or provide them with information about the variety of groups and supports available in the community

Employability supports for people to help them get ready for work or learning can also be a key aspect of their plan. We will link people into local supports and provide direct support for people seeking employment. There has been work done this year to assist people who have developed skills during their unpaid work to use these to apply for posts, for example the skills that they have developed in grounds and garden maintenance.

The **CVO** woodwork unit supports service users, many of whom are vulnerable and furthest from the labour market with complex support needs. The project has been able to recycle some donated furniture to vulnerable families and people who would otherwise not have any. Through wood workshop placements, people have been able to increase their confidence and self-esteem, improve their social skills, resilience, and ultimately work towards further opportunities.

In August, to mark International Overdose Awareness Day, the **East Ayrshire Recovery Network** hosted a walk for members of the local community with the aim of increasing awareness of, and therefore access to, recovery links in the area. Places where Naloxone and Nyxoid were available were pinpointed to people to make sure they knew where and how to access it if needed, as well as offering training in how to administer it. Afterward, people were offered food and refreshments and the chance to speak to other support networks which are available.

7.3 North Ayrshire Activity

The **Unpaid work service** provides the same workwear to every service user on Orders, access to CPO officer on site for support and referral to other support services as required. Travel warrants are also provided to allow service users to engage with their Order. Unpaid work is a 7-day a week service and has personal placements available which can be tailored to suit individual needs around parenting responsibilities and paid employment.

Employability mentors continue to source digital resources to reduce barriers for those service users wishing to partake in training, employment, or education.

Justice Service Team Managers have commenced regular meetings with colleagues from addiction services, mental health, and service access. This allows for greater understanding of each services role and enables issues regarding access to services to be discussed at the earliest opportunity. Stemming from this, a development day between Justice Services and North Ayrshire Drug and Alcohol Recovery Service (NADARS) has been proposed. It is hoped that this will increase awareness and improve joint working practices with the aim of improving levels of access and engagement for any joint clients.

In November the Changing Rooms Project - an innovative community project targeting residents who have been involved in offending and are working with **North Ayrshire Justice Services** as part of a community based order issued by the Court - was launched.

The project developed employability and life skills, and instilled the 6 Cs (confidence, communication, commitment, customer service, customer care and courtesy).



In collaboration with Miko coffee, candidates received both training and hands on experience of delivering a high-quality barista service. All clients will be able to access ongoing training and development opportunities as part of North Ayrshire Councils Justice Employability Mentor Programme, where they will be offered one to one support and guidance from a mentor who will help them to continue to develop their skills and access ongoing accredited qualifications across a range of different industries to encourage them to pursue their employment goals and aspirations. Our goal is to break down the barriers that offending can create, and encourage them to dare to dream big and overcome the barriers that led to their offence, improving the lives of the individuals and families that live within our community.

SU feedback re employability mentor

"It was all very relaxed and friendly, and she explained everything to me in a way that I understood. Within weeks the funding was made available (to do forklift training)."

"My support continued after completing my forklift training... assisted me on my CV and gave me advice about going forward with interviews." "Through employability programme I have grown in confidence, and I now feel I have the skills to move forward in my job search. I have learned a lot about myself, so in a few short months I have now got my forklift licence, I have new computer skills and can confidently browse the internet and search for jobs."

"I'm very pleased to say I am now in full time employment - my job role is a forklift operator."

7.4 South Ayrshire Activity

Regarding improved access to employability services, there is already a successful long-term partnership in place between **SDS, DWP and South Ayrshire Council Thriving Communities**, all of whom work very closely to support customers into education, employment or training. Through the workings of the community justice partnership there has been an opportunity to raise partner understanding of employability support available locally which in turn has the potential to improve access to employability services through increased awareness of the support available.

Thriving Communities work within all areas of the community providing access to training and strengthening transferable skills with group work and 1-2-1 support. A holistic service allowing onward signposting for external training and mental health support for anyone either

thinking about starting work or returning to the workplace. Aftercare is in place to allow the participant to sustain and allow employment as part of their journey. Thriving Communities have links with local justice social work staff, and this allow us to take part in early assessments to gauge the participants needs. Health and Wellbeing and local addiction services link in as well as community-based working within schools as part of our Family Engagement Team. Our Literacy/Multiply team work alongside to allow skills to be updated for college and employment, as well as family life. We also refer directly to SALUS for mental health support both in and out of employment. The Information and Advice Hub is a positive link we use when relevant.

There have been developing discussions regarding the support available for **the health and wellbeing team** to offer a variety of support for people accessing services.

Justice Services have been the lead for MARAC implementation in South Ayrshire and has liaised within the HSCP and beyond with colleagues in Health, Education, Housing, Women's Aid, Assist and the Police to progress implementation. A monthly meeting has been held following the monthly MARAC to consider implementation issues and to consider any practice and development needs.

Given the importance of service users accessing relevant treatment and interventions, Justice Service's link with the South Ayrshire ADP is very important. During 2022/23 Justice Service has worked closely with the South Ayrshire ADP plans for developing access to longer term residential rehabilitation options. SAHSCP Justice has been an active partner with the planning for this and additionally agreed a temporary pathway, assessing and referring (where appropriate) Justice service users who were accessing the Turnaround facility and Ward 5 for longer term rehabilitation while the development team created the formal referral pathway. Justice remains an active partner of the Residential Rehabilitation working group which has led to the development of the ROADS team.

In South Ayrshire our work alongside the ADP/RecoveryAyr in appointing a Justice peer worker to have a specific focus on those leaving custody commenced in 2021/22 and progresses in 2022/2023.

Throughout this year we have re-engaged our Third Sector partners with Ayrshire Council on Alcohol, Sacro and Barnardo's continuing to work with our service users at various stages of the justice system, commencing from first court appearance through to leaving the system.

Within South Ayrshire an Information and Advice Hub is available for all residents to obtain help with money, welfare and benefits. Justice Service has strengthened links with the Hub to ensure that all service users have access to benefit advice and maximisation. It is hoped that this will help support people as cost-of-living increases and poverty is a real issue for people within justice arena.

Links with Kilmarnock Prison continue to improve and has strengthened since Covid, with weekly integration meetings and links with peer workers and VTC.

There has been a national focus on homelessness services for a number of years now with a view to shifting local government's response from the current approach to one of **Rapid Rehousing** and to ending homelessness in Scotland. In South Ayrshire;

- Discussions will continue on new Housing Bill upon further instructions from the Scottish Government.
- We have signed up to the SPS data sharing protocol and is making use of the data provided to prevent homelessness and prepare for and support those being liberated.

- Train relevant staff to deliver the SHORE standards and develop internal process for ensuring SHORE standards are implemented effectively and all partners are aware of their responsibilities.
- Involvement of people with lived experience in driving forward service improvement via a homeless engagement research group and will include people who have been involved with Justice Services.
- A review of the Council's Allocations Policy is ongoing to ensure it is reflective of legislative requirements and meets local needs.
- Applications for homeless assistance continue to be offered by office appointment or by phone. Appointments with Housing Options are made available for those who are in Prison. The Housing Options Service in South Ayrshire is a 24-hour service, operating out of hours emergency homeless standby service.
- Expansion of the Council's Housing First Service which is supporting those with complex needs to settle in secure accommodation and address any support needs.
- Expansion of the Social Lettings Service which will improve access to the private rented sector.
- A redesign of housing support contracts which commenced on 1st September 2021 and are currently operating well.
- Housing Support Providers Forum to share knowledge and good practice to assist in improving services.
- Delivery of trauma training and development of trauma informed services.

There are several services available to those who are in prison. A Prison liberation working group was established where partners meet to understand roles, bringing partners closer together to support people and sharing good practice. Longer term aims around housing plans to be developed by partners to allow person centred and collaborative plans leading up to liberation supporting lead officer approach and removing need to 're-tell their story'. Partners include Housing Policy and Strategy, Housing, Justice, NHS, ADP, DWP, Housing First, Housing support providers and others.

Housing First was introduced in South Ayrshire in 2019 and at the end of 2022/23 flexible, person-centred support was provided to 34 people assessed as having complex needs. This includes people who have a history of homelessness, addictions, mental ill health, physical health issues and involvement with Justice Services. A successful multi-agency approach has been established to oversee the operation of the project and to promote effective joint working between services. The service has developed processes for stepping down levels of support as people become settled and support needs reduce. Tenancy sustainment levels remain high with one of the first tenancies sustained for over 4 years. Anecdotal evidence suggests reduced involvement with Justice Services as people settled into their tenancy and address other support needs.

Homelessness Survey carried out in partnership with 'I'm In' Project to learn from people with experiences of homelessness or when at risk of homelessness. Work is progressing by exploring learning and recommendations with further opportunities for lived experience input.

South Ayrshire Council has recruited a Trauma Informed Practice Officer who will work to ensure that South Ayrshire Council and partners are delivering trauma informed services.

South Ayrshire's Housing Policy and Strategy Team has introduced a Social Lettings Service which aims to improve access to the private rented sector and has a homelessness prevention focus. Currently operating with 8 properties where homelessness was prevented, an example of this is tenant received notice to leave current private rented accommodation.

Applied to Social Letting Service', successful match with quick move, resulting in removing risk of homelessness and requirement for homelessness assistance including temporary accommodation.

Women's Aid provide specialised housing support in South Ayrshire to many victims of domestic abuse. A Housing Domestic Abuse policy is being developed with partners and lived experience group.

Targeted work within Wallcetown community involving Violence Reduction Unit, SFRS, Housing, Justice, ASB team, Thriving communities and many more to reduce crime, increase community involvement and tackle issues within the community in a multi-agency approach.

Person-centred and trauma informed Housing Options Service which will work with people to ensure they are living in accommodation where they feel safe and secure. Over 120 officers across all Housing departments have signed up and attended various levels of Trauma Informed training to enhance their learning and understanding.

A review of Housing Support Services was carried out in 2020. The findings from this review informed the content of the new housing support contracts which commenced on 1st September 2022 and include elements of Prison Advice or Prison Support.

Ayr Housing Aid are commissioned to provide a prison advice service to prevent homelessness as far as possible on admission to prison as well as assisting with welfare issues and any other housing related issues. Services are available where a prison sentence has been given and housing related issues need to be considered. Housing advice and assistance is also available prior to liberation.

Seascope are commissioned to provide a service to those 26 years and over who are due to be liberated. Attempts will be made to engage prior to liberation and for those who engage support will be provided until a person is settled in secure accommodation. This includes collecting a person on the day of liberation. Quarriers are commissioned to provide the same service as Seascope but to those who are 25 years and under.

Other local providers including ADP provide services within HMP Kilmarnock and will make appropriate links with housing and support services to ensure a smooth transition into the community.

NATIONAL OUTCOME FOUR

Effective interventions are delivered to prevent and reduce the risk of further offending

Where applicable have regard to the following indicators:

- Use of 'other activities requirements' in CPOs
- Effective risk management for public protection
- Quality of CPOs and DTTOs
- Reduced use of custodial sentences and remand:
 - a) Balance between community sentences relative to short custodial sentences under one year
 - b) Proportion of people appearing from custody who are remanded
- The delivery of interventions targeted at problem drug and alcohol use [NHS Local Delivery Plan (LDP) Standard]

- Number of Police Recorded Warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs , DTTOs and RLOs)
- Number of short-term sentences under one year

8) What changes have been made to community justice arrangements to enable desistence, reduce reoffending, and promote integration, and what impact has there been as a result?

(Note: CJS will gather numerical CPO data from the Justice Social Work data that feeds in to the annual report on Community Payback Order reporting. Partnerships are not expected to generate this data for the purposes of completing this template.)

This section details activities undertaken by community justice partners toward National Outcome Four, around reducing re-offending.

8.1 Pan Ayrshire Activity

Following referral and / or assessment, **RISE** will triage to other services areas following discussion at RISE clinical pathway.

HMP Dumfries have developed a new partnership with Scottish Recovery Consortium and We Are With You to provide support with addiction needs and provide Peer support training which can help reduce the risk of reoffending. In addition, in partnership with Prison Fellowship we have provided Sycamore Training which focusses on victim impact of offending to around 25 individuals.

SFRS have trained 175 plus people with CPO in Out of Hospital Cardiac Arrest (OHCA) and those people were also integrated into community projects with SFRS such as Kilmarnock Community Garden where fencing and outdoor structures were painted in vibrant colours. This made it more appealing for all visitors to the station attending thematic and seasonal events. An image of this project appears on the Ayrshire Community Justice Ayrshire Website.

Training in OHCA provided all CPO clients with certificates and builds resilience into communities with additional people having critical lifesaving skills. With the partnership initiative now tried and tested, a schedule has been agreed for a cohort averaging fifty people each quarter, will now participate in lifesaving skills. Once training is complete each person receives a certificate which will enhance personal portfolios and development plans.

To demonstrate the effectiveness of the partnership NHS also delivered naloxone overdose awareness training. How to administer naloxone and identify the signs and symptoms of overdose compliments the lifesaving out of hospital cardiac arrest and defibrillator training.

Agreed alcohol and drug referral pathways were established in 2022 between Scottish Ambulance Service, Police Scotland and the Scottish Fire and Rescue Service as an agreed Tri Emergency Service Pathway. In addition, Scottish Families affected by Drugs and Alcohol cards being left with people to access support and advice and vital naloxone take home kits.

Sacro's Justice support services works with individuals subject to statutory orders. Within our bespoke action plans we look at 'a crime free life' and how we can support the individuals we work with to reduce the risk of reoffending. This service is also utilised as additional support to those who are supported via MAPPA. Our assertive outreach approach

seeks to offer support in the individuals local area and encourage them to integrate within their own local community.

22/23

Recorded Police Warnings – 1754

Anti-Social Behaviour Fixed Penalty Notices – 326

Ayrshire Police Division is committed to using alternate disposals for crime and offences that do not require the offender enter the criminal justice system. This will remain a focus in 2023/24 coupled with our renewed commitment to ensure there is sufficient information in police reports to COPFS that enables decision making for diversion from prosecution outcomes.

Police routinely assist / monitor certain Community Payback Order (CPO) conditions (i.e. where an officer can examine a device belonging to the offender). E-safe technology is utilised and devices frequently monitored ensuring CPO conditions are adhered to with any breach reported to Justice Services.

From 1st April 2022 until 31st March 2023, 77 persons were convicted of a sexual offence resulting in them being subject to Notification requirements. Out of these 77 nominals 52 were given community-based disposals by way of CPO's.

More community disposals are available (e-safe for example to monitor device use) with restriction of liberty as part of orders which again allows a community disposal to be considered where appropriate. Stringent Risk Management Plans are compiled and agreed with police and Justice Services for effective community management.

Police are made aware of CPO / licence conditions in relation to a registered sex offender and assist in the policing of these by reporting any concerns or evidence of a breach to the relevant social worker. Routine joint visits are also carried out with police / Justice Services.

Within **Ayrshire Justice Partnership Services**, Introduction of EM bail / development of bail supervision at Kilmarnock Sheriff Court from May 2022 and Ayr Sheriff Court from November 2022. With regards to strategic objectives in relation to reducing the number of individuals in custody, we received Government instruction and guidance in relation to the implementation of EM bail and development of Bail Supervision and CPO RMR with very little or no previous discussion. Introduction of these services at a time where we had no assessment framework, indication of resources (in the longer term) and no platform to discuss resulted in resources being utilised from other services. Although there is awareness of strategy, implementation of new services, service design and tools to implement must be fully discussed and in place prior to implementation.

In Ayrshire we have demonstrated full utilisation of alternatives to custody, with increased numbers overall for Bail Services, including EM and Bail Supervision and Structured Deferred Sentence.

Diversion from Prosecution is being fully utilised across Ayrshire by both adult and youth services. Attendance of national forums brings focus and discussion to local forums to continually develop the service.

In May 2022, Justice Partnership Services applied for funding for 2 Recovery Development Workers with lived experience to compliment the DTTO Team. Funding was agreed for one

year initially, however following a positive evaluation and positive outcomes due to this development, further funding has been received for four years. Progress was demonstrated through a measurement of recovery outcomes as stipulated by the government. The Peer Worker Pilot was showcased at a National Drug Mission Funding Event. The Corra Foundation, which oversees the Scottish Government's Drug Mission Fund 2021-2026, requested an input to their bimonthly fundholder event focussing on the Justice System, this was to highlight the first funding opportunity awarded to a statutory Justice service.

The RDW role includes befriending at clinics, liaising with DTTO staff, advocacy and attending appointments, attending health improvement activities. The desired outcomes of this role are to increase engagement, increase recovery tool scores and reduce revocations in the first 6 months.

One of our Making a Difference (MAD) Project members has been successful in obtaining a job as a Recovery Development Worker with the Council. He has admitted that he would have been unlikely to have had the courage to go for the job were he not to have built his confidence being involved in MAD.

Justice services have continued to develop and have renewed our desistance officer post for Registered Sex Offenders, working in partnership with clients to promote integration into local communities by helping them access local activities and organisations some examples of this are people joining a chess club and local history group. This has reduced social isolation and increased self-esteem reducing risk of re-offending.

Within the **DWP** network the increased resource allows for the introduction of employability activities and potential of work in a more focused model. Prison Work Coaches work closely with the DWP Employer Engagement staff to ensure that any opportunities that are available to the customers. The increased awareness on reoffending is also now part of how the Employer Engagement staff market local employers within the 3 Ayrshire LA's Jobcentre boundaries.

8.2 East Ayrshire Activity

Whilst undertaking **unpaid work** part of the initial and ongoing assessment is considering if there are appropriate other activities which can be undertake. Example of this are defibrillation training this is provided in partnership with the local fire station. As part of our rolling plan where there are opportunities at different points in the year to have over the course of a week everyone who is undertaking unpaid work attend a session at the fire station to learn how to use the defibrillator. This is an essential skill which may be needed to help others in the community. We are also exploring having similar sessions for learning how to use of Naloxone.

Another example of other activity is support to learn a key skill or the opportunity to undertake online learning for example which can support people gain employability skills. For example, if someone is trying to improve their skills in the English language or their literacy skills then courses can be accessed to support this.

MAPPA partnership arrangements work well with strong and robust working relationships between the key MAPPA partners, good attendance at MAPPA meetings and clear considerations of how best to support the person and effectively manage the risks.

Justice social work builds relationships with people that we work with to ensure that the support that they receive meets their individual needs. We work to understand the person's

traumas and behaviours and ensure that basic needs are being met to promote their ability to undertake offence focused work and increase desistance and community safety.

Through CVO, the GRAFT team and Unpaid Work Placements have built a gym area within their unit which is being introduced to encourage people with a lived experience of the justice system to turn their backs on a life of crime.

Regular participation in exercise has been shown to decrease overall levels of tension, elevate and stabilize mood, improve sleep, and improve self-esteem.

Thanks to two supervisors who are boxing coaches, people are offered boxing training with a difference; the programme helps young people develop discipline, emotional control, and teamwork, before providing practical advice and progression routes to help the service users enter employment or further education. The training also provides respite from any difficulties at home and a free hot meal at every session.

8.3 North Ayrshire Activity

The **ADP** have committed funds to support a CPO Recovery Development Worker post to be hosted within Justice services. Although the individual has not started yet the ADP, alongside Justice Services in North, have been proactive in helping to identify an area for development and committing resources to help address it.

In relation to **Violence Against Women and Girls**, Caledonian Case Managers and Group Facilitators attend training on Caledonian which supports skills in identifying domestically abusive behaviour and recognising patterns of behaviours. This training prepares staff for delivering the Caledonian programme with perpetrators. The Ayrshire Justice Partnership are currently re-working training for their Domestic Abuse assessment pack, and this will be rolled out later 2023/24. All staff can access online training via safer lives and third sector training, moreover Safe and Together training which includes a significant element on assessing and working with perpetrators is open to all NAC HSCP staff. All justice staff receive training in Spousal Assault Risk Assessment (V3) which is used to support the identification of risk factors and plan appropriate responses when working with domestic abuse perpetrators.

High quality, evidence-based court-mandated programmes are in place at a local level that work with perpetrators of VAWG to hold them to account for, and support them to change, their behaviours. NAC has the Caledonian system in place, which includes a SAPOR accredited programme for addressing men's domestic abusive behaviour. This includes individual and group work elements and is used for men with a pattern of domestically abusive behaviour who are assessed as moderate to high risk of harm to intimate partners, this programme takes two years to complete. NAC also has the Moving Forward Making Changes programme for moderate to high-risk sex offenders including those who have perpetrated violence against women and girls. This is an evidence-based programme based on the good lives model and is designed to reduce risk of re-offending.

All Justice staff are trained in providing interventions with perpetrators of VAWG, working as part of multi-agency teams, even where there is no court mandated programme. More widely Safe and Together, which provides a framework for working with perpetrators is being rolled out in North Ayrshire, however this remains at a relatively early stage and evidence of implementation is not yet available.

Unpaid Work continue to use 'Other activity' for individuals subject to CPO's. This covers a wide range of options from groupwork, one to one activity packs for those of level one orders

and no other social work input. Training, personal development and evidenced online learning resources can also be used as other activity. This supports individuals to complete their requirements whilst also providing motivation and incentive to undertake training or development opportunities as part of their Order.

MAPPA arrangements remain in place. This continues to prove effective in relation to risk management. There was also a desistance officer in post in the past year. They were based at Ayrshire Justice Partnership Services and worked pan-Ayrshire with individuals subject to sex offender registration. The purpose was to reduce isolation which is often identified as a significant risk factor in relation to further offending. They were able to engage this service user group and support with integration. The worker received positive reports from individuals she supported and from practitioners who made the referral. Unfortunately, the post recently ended due to funding. However, a temporary desistance officer post has been created within North Ayrshire. It is hoped that they can fulfil a similar role. In relation to other changes, we have noticed a reduction in the use of remand as a result of recent changes in policy. This is anecdotal as we do not have figures to support this at present.

8.4 South Ayrshire Activity

Justice Service have desistance and reintegration at its heart. We have recommenced our service user engagement group (PING) steering group where members of the Justice Social Work Services team to meet routinely with representatives of the ADP hosted PING and attend the wider PING group meetings - engaging directly with those with lived experience of accessing Justice Services. This has been important in considering the interface between Justice Social Work and the service user engagement group and consider opportunities for service development. This has led to the development of a joint venture photography project; the refurbishment of our group room and the creation of a therapeutic space for counselling sessions and the beginnings of work to develop a pathway for volunteer peer workers to be based with Justice Social Work (potentially offering support within Court settings or to those on UPW) and also consideration of how we can develop information (such as leaflets for service users to explain the role and purpose of Justice Social Work Services. Our Ping group also have the opportunity to engage the wider service user group in surveys which can feed directly into service delivery. This also includes access to elected members and senior HSCP management.

Both Ping Development worker and Peer Worker encourage service users to attend activities within their local communities and where there are difficulties with feelings of stigma, confidence can be gained by attending activities run by Justice Services.

All service users who are subject to either court sentencing or prison throughcare licence have an action plan which is needs and risk led to interventions which will assist on a journey to desistance. Third Sector partners, as detailed above, assist to deliver these interventions, including ACA programmes with problematic alcohol use, Sacro counselling service and access to recovery network. As part of the Whole System approach for women and early intervention. The women's screening programme is offered to all women who are in custody to provide immediate information and initial assessment for women appearing from police custody. The service is aimed to screen every woman providing the Sheriff with brief background information and a proposed bail support plan to offer Sheriffs a viable alternative to remanding women in custody. When women are made subject to court orders the Ayrshire Justice Partnership Services women's service will offer an individual intervention which again is needs and risk led.

NATIONAL OUTCOME FIVE

Life chances are improved through needs, including health, financial inclusion, housing and safety, being addressed.

NATIONAL OUTCOME SIX

People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities.

NATIONAL OUTCOME SEVEN

Individuals' resilience and capacity for change and self-management are enhanced.

Have regard to the following indicator:

- Individuals have made progress against the outcome

9) What mechanisms and arrangements enable your area to understand progress for people against these outcomes?

The below information relates to activity amongst partners contributing to the achievement of National Outcomes Five, Six and Seven which focus on improved life chances to our service users.

9.1 Pan Ayrshire Activity

Justice services will refer to **RISE** team where need is evident in regard to wellbeing and it is considered that people may benefit from short term support to look at self-management interventions / techniques / strategies e.g. managing anxiety, structure to day or week / sleep management / medication management. Where additional needs become apparent at referral or assessment, RISE will highlight these and, where practicable, work alongside colleagues to triage on to other services or work collectively to support the person to manage issues.

The forum supports colleagues to discuss people with complex needs with discussion having a focus on planning, suggested interventions and, where applicable, referral on to other services.

HMP Dumfries operate a Multi-Agency Community Integration Board (MACRIB) which invites all community partners to discuss those being released within a 12-week period and to identify supports and appropriate agencies.

SFRS in Ayrshire have a program running to support the journey of lived and trauma informed experiences where registered volunteers will develop new skills in various elements of our service delivery. Home safety, water, and road safety, safe a life and joint community initiatives

Safety is at the forefront of CPR and out of hospital cardiac arrest training not only relating to safety of people in the justice system, but the resilience built into the safety of the wider community. Fire Safety Engagement Training for family support workers and housing officers as well as families outside.

Integration of support and training, great risk awareness and involvement in community projects has provided the wider sense of value and belonging. Certificates of achievement

and participation in such skills also supports the attainment and portfolios for CPO workers to benefit current employment or employability pathways.

East Ayrshire Council have shared the strategy of the wider role out community defibrillators with Save a life Scotland and as finalists in the Local Government Chronical Awards 2023. The UK wide awards which open to all UK local Authorities learned of the initiative to save a life.

The training received also supports the Scotland's Drowning Prevention Strategy by building resilience into communities in partnership with justice services. Young people also accessing live experiential training at Loch Doon around water safety, CPR and out of hospital cardiac arrest. Thirty-four community defibrillators have been installed across East Ayrshire Council and out of over eight hundred trained, one hundred and seventy-five were CPO unpaid workers from across Ayrshire.



David Doran from EA Council said “the partnership with Justice Services and support from the Ayrshire Justice Board allows outcomes in our strategy to be driven forward and without support from the partnership this is harder to achieve”. This initiative supports the Scottish Governments Out of Hospital Cardiac Arrest [Strategy 2021-2026](#).

Families Outside worked with families across Ayrshire affected by imprisonment to address the potential negative impacts of this experience, such as the negative impact on social, emotional, financial, and educational development of a family, leading to disadvantage, exclusion, and the risk of offending. They do this through their helpline, Regional Family Support Coordinators (RFSCs) and Support and Participation Coordinators (S&PCs) throughout Scotland. The services involve different activities including helpline support, direct 1-to-1 sessional support in families' own homes and befriending and peer-support where people can come together and find shared solutions for problems along with others with lived experience. Throughout 2022/23, Families Outside engaged with 23 families in Ayrshire through direct 1-1 support, and with 21 families through helpline support.

Feedback received

"We are getting the help we have needed for so long. Someone who doesn't judge us."

"I have done so many things like the COPE Art Competition, Reading Activity Challenge, Yoga, and the groups. I have really enjoyed being part of the group."

"Your support really helped us all cope with dad being in prison and with the isolation during lockdown."

Justice Partnership Services have integrated performance measures to capture areas of success and future development. A person-centred, strengths-based approach is adopted by all staff to ensure that presenting needs are being met. In 2022, through the identification of many service users being neurodivergent, partnership working was established between Justice Services, Learning and Development, NEST and the Three Sisters consultancy to allow for general and bespoke training to be designed and delivered to all Justice staff throughout Ayrshire. This proved to be very successful and allowed for staff to explore how

they could adapt practice to achieve the best outcomes for service users. In North Ayrshire this partnership with NEST continues to be developed through the Learning and Development Team who now offer generalised Autism training to all staff who work within North Ayrshire.

Regular reviews are undertaken for people subject to CPO's, these allow the monitoring of progress and enabling clients to reflect on the milestones achieved and create action plans for working towards future goals. Other tools used to measure outcomes and progress include the Desistance officer evaluation framework where clients rate their progress before during and after intervention against agreed outcomes.

Sacro's Justice Support service in North Ayrshire use the Outcome Star (Justice Star). This tool is completed with everyone at the start of the journey with Sacro. Using this tool then allows us to create an action plan which is bespoke. The Justice star is reviewed regularly with the individual which allows us to track each individual's journey and look at which area may need more support put in place and where improvements may be required. Sacro also collate feedback at the end of the support which is audited and changes to service delivery are made depending on the narrative.

9.2 East Ayrshire Activity

Vibrant Communities Lifeskills and Inclusion team continue to work off a social practice model ensuring our services are person centred. All Adults accessing Adult Literacies supports undertake regular Individual Learning Plan reviews, to establish learner/person centred need and supports they wish to engage in and goals they wish to work towards. Individual Learning plans allow our service to measure impact qualitatively- allowing the learners to identify their own goals and recognise individual achievements as well as tracking and progression routes onto other provisions or services.

Our initial interview process allows our service to track referral routes from partner agencies allowing us to record progression routes for individuals accessing the service.

Our Multiply Numeracy first steps provision new for 2023 is a service that will provide learning opportunities for Adults and families to improve their life chances with access to a formal qualification in relation to money skills. The Multiply service is currently developing three SQA Customised Awards- Money MOT (Level 3, 4, and 5) which will provide a numeracy learning opportunity for adults focussing on money and budgeting skills of which will be beneficial during the cost-of-living crisis. Encouraging adults to build a positive relationship around numeracy learning in relation to real life contexts. Referrals onto this provision will continue to be developed through our Adult Literacies provision with connections with NHS- GPs, Community Connectors, Social Work, JWP, employability services, financial inclusion services and wider Vibrant Department as well as many community and charitable organisations and lastly self-referral.

Housing support continues to be delivered, linking people who have experienced homelessness with local community supports and groups to ensure reintegration into a new community. Linking them with groups, health services and advising on funding available to develop and strengthen community resilience and wealth.

Within the **justice social work's** action plan, we are looking at further development of a quality assurance and data system which will provide usable data including outcome data to inform decision making and planning within the service. This will build upon the data that is already collected for national reporting requirements to ensure that we have a data system which has meaningful quantitative and qualitative data to better evidence that we are

practicing in a way that is making a meaningful difference and will help us to shape, develop and continually improve our service.

This year CVO East Ayrshire has provided:

73 vocational employability support opportunities (including CV writing, interview skills and work readiness training)

57 vocational training opportunities

CVO Job coaches have worked alongside trainees in their chosen role and use systematic instruction techniques to break down complex tasks into manageable learning, build confidence and offer support with external issues affecting their lives. Successful completion of this gives the trainee improved job prospects and transferable skills in self-evaluation, planning and goal setting that can be applied to any workplace.

Developing and refining this bespoke training course has had a positive impact on the lives of trainees and has raised awareness of the contribution people can make when they receive appropriate levels of support and training.

CVO East Ayrshire also created 18 permanent posts for long term unemployed parents receiving training and employability training on completion of the program. These opportunities were aimed at young parents under 25 and parents with additional support needs; including, Mental Health, many of which have been touched by the justice system, who are furthest from the labour market. We offered accredited training which was delivered on a flexible basis by our employability staff and job coaches which has been designed to meet the needs of local employers in sectors which are growth areas, and who have identified the skills and traits they value in potential employees.

Our training provides multiple benefits; accredited qualifications, healthy relationships, positive role models, social skills, promote integration, improve mental health, mitigate against loneliness and isolation, and break down barriers within the local community as well as providing commercial work experience. Delivery will be in a supported learning environment at the heart of the community and will facilitate the transition into sustainable employment.

Through CVO, WG13 is used to address the lack of employment and training opportunities for adults with multiple barriers to employment in East Ayrshire. Set within a three-storey building in the heart of Kilmarnock it encompasses. As a social enterprise WG13 aims to incorporate industry based best practice through our involvement in community development and support aspects of our service delivery. Our ability to move people into employment is testament to the success of our partnership approach.

An example of the work they undertake is many of the people we work with may come from backgrounds where alcohol, drugs and associated crime featured heavily. By introducing them to training and employment opportunities within the hospitality industry we can begin to have conversations about responsible alcohol consumption and the impact on both their own and other people's lives of criminal activity while providing them with practical work experience and training.

The involvement of the local Community Police in the delivery of Best Bar None support has also allowed us to facilitate a different introduction to the police for many of our young people and highlighted the partnership approach we have to keeping everyone safe including them.

Again, as a direct result of our involvement in Best Bar None we have registered as a Third Party reporting Centre and Keep Safe Venue and have involved the people we support in the meetings with partners leading up to this decision.

Open Doors Community Wellbeing Hub in the heart of Kilmarnock Town Centre provides a safe place where people can access a wide range of activities and supports aimed at providing health and social benefits, improving life chances and signposting to opportunities within the community.

Open Doors delivers some of the priorities identified by the community and offer much-needed community-led activities. This joined-up approach to service delivery within a one-stop facility would ensure maximum use of existing resources and improved accessibility to service provision.

The GRAFT Project, Open Doors team and volunteers have organised and facilitated several groups and services that help to tackle food insecurity, social isolation, lack of opportunity and inclusion. The priority this year was to offer services focusing on children and families to help create lasting memories, a safe space, and healthy meals.

As CVO continue to develop new skills-based opportunities and increase the level of participation of trainees in events the range and diversity of evidence suitable for inclusion in submissions has likewise increased. This has been particularly evident in the increased involvement of trainees in IT, marketing and arts and crafts.

Many of our trainees have enjoyed working in the craft sector within our Grafix print studio. We wanted to create a financially self-sufficient social enterprise business model for Artworks that would be independent and non-reliant on public funding. The craft group started as a support group but has developed into a creative social enterprise hub where the trainees can be creative but also have access to a quiet area with a sensory room when things get too much. The trainees make their own products and sell them and give the profits to different local charities.

9.3 North Ayrshire Activity

North Justice Services continue to identify service users' needs at the earliest opportunity and respond to these. This can include completion of offence focussed work to explore their behaviours, increase insight and improve ability to self-manage. Our social work assistants regularly support with benefits maximisation and can also refer into money matters service if required. We look to build on service users interests and strengths where possible. This is often done through a referral to the employability mentor service who are based within the unpaid work service. They can help explore relevant work, training, and volunteering opportunities. The employability service is open to anyone with a conviction in the last five years and has access to NHS supported services such as Salus to offer to service users.

We offer various leisure activities through MAD such as walking group, football, boxing, and monthly cooking challenge. This allows a level of social interaction which can decrease isolation and help improve physical and mental health.

Responses to other needs includes referrals to appropriate supports. For example, we utilise the local addition service (NADARS) for those struggling with drug and alcohol misuse. Justice Services has also employed a recovery development worker who will be in post in the coming months through funding from Alcohol and Drug Partnership. This will enable support to be offered to those struggling with addiction issues. This will also help strengthen our ties to the recovery community and increase awareness of available resources.

We continue to measure the impact of interventions and supports through departmental reviews and gain further feedback through exit questionnaires when involvement with Justice formally ends. Justice Services are also taking steps to continue to seek feedback from service users regarding the service they receive and how this could be improved where possible. We plan to convene focus group for specific service users to gather views. For example, group for those on CPO's, one for throughcare/license, one for those on MFMC. It is important to recognise that individuals on differing Order types may come across different issues within the system which we could help address or at least recognise and be mindful of.

Families Outside, as part of their work across Ayrshire with families affected by imprisonment, carried out group work in North Ayrshire funded via the Community Mental Health & Wellbeing fund from the local TSI. Since February 2023 there has been an adult peer support group maintained running monthly and with 6 families signed up. Its hoped the group will increase, and more opportunities across the area will be offered. A children and young people support group is under development.

9.4 South Ayrshire Activity

Justice Social Workers are all trained in a range of risk assessment tools including LSCMI which is a comprehensive general offending assessment and case management tool, to aid professional decision making on level and focus of interventions of people involved in offending. This is an ongoing process and as a service user moves through their journey the LSCMI case management is updated and shared at statutory reviews, showing areas of strengths and where further intervention is required. This can be reported back to Sheriffs in the form of a completion report, at the end of a CPO. It addresses areas such as housing, employment, leisure time, relationships, addition issues and offending behaviour with specific emphasis on pattern, nature, seriousness and likelihood of offending.

SARA tool is specifically used for assessing risk within domestic abuse and helps to characterise the risk posed to partner and children in terms of likelihood, imminence and severity and is used to determine if Caledonian System is a viable option. Caledonian System is subject to a great deal of quality assurance and data collection which assists to determine if a programme has been successful.

For work within MAPPAs with registered sex offenders, data is collated from partner agencies alongside duty to cooperate to monitor the effectiveness of MAPPAs and is scrutinised by the Strategic Oversight Group, which operates alongside the MAPPAs Operational Group. Social workers are fully trained in risk assessment tools designed for assessing risk of those convicted of sex offending, such as SA07 and RM2K. These provide basis for risk and needs led risk management plans which are multi agency and have appropriate scrutiny of MAPPAs.

Training has been undertaken by Justice Service staff in many areas of public protection to ensure they are skilled to work with a range of high-risk individuals and also those who are most vulnerable. Training in the last year has included adult support and protection, including ensuring there are council officers within the team and also Prevent awareness.

South Ayrshire Council's Thriving Communities is part of the Community Justice joint working board. This allows us to not only share best practise but engage with other Ayrshire councils around planning Pan Ayrshire work to improve the lives of residents who are currently or were involved with Criminal Justice system. Within our TC Employability team, we work with Social Work, Criminal Justice, TC Family Engagement Team, Literacy, Housing, DWP, SALUS, internal and external partners and colleagues. This places a clear pathway for each client and their family. At an initial assessment we can support the

individual with short-term and long-term goals. This allows evidence of pathway and client's journey is guided by their needs and realistic goals.

"Other activities" to support Community Payback Order reduction of hours and possible re-offending are based around walking appointments, walking groups where suitable, tailored training, budgeting, food and cookery courses and physical and mental health support through SALUS and partner addictions services. The delivery of these interventions allows a possible reduction in re-offending and a more structured lifestyle using an action plan we map this pathway; this is reviewed monthly and forms a reflection meeting. We have an Employer Engagement team who support with job brokering. Lived experience clients are encouraged and supported if they choose to enter a programme that allows them experience and a qualification to then go on to support other clients within addiction support services. Our officers provide aftercare for all our clients as they progress.

The recent changes in policy around Management of Offenders Act (2019) have allowed SAC to work alongside colleagues in H.R. and our recruiting policies are now in line with this. This has allowed a clear picture for all council departments and recruiters around the changes required for Recruitment of Offenders. We are now Ambassadors as are our other Ayrshire Council colleagues.

10) If available, provide one or more supporting case studies, lived experience narrative or other information to demonstrate activity and impact relating to the objectives reflected by person-centred outcomes 5, 6 and 7.

The following pages contain a range of case studies provided by community justice partners from across Ayrshire:

Individual A is a 41-year-old male who was referred to SACRO Justice Support Service as a result of the following offences: Section 38 Breach of the Peace as the SU made homophobic remarks to Police following an assault by his son which he lied to police about. He has 27 Previous convictions since 1999 including: Assault, Culpable Reckless Conduct, Breach of the Peace and various driving offences.

At the time of referral A was estranged from his children and his relationship with his ex-partner had broken down. He has a complex medical history ;diagnoses of Schizophrenia and Asperger's Syndrome, although he complies well with his medication regime. He also had a history of poly drug misuse (mainly Heroin, Valium, and Methadone) and at the time of his referral, he was using cocaine and still dependent on a methadone script.

At first meeting I conducted an Outcome Star to establish the priorities he wanted to work towards. These included housing, family relationships, practical support with his business and improving his social isolation. He hoped that making improvements in these areas would also lead to an improvement in his mental health.

A's main priority was moving to a different area, in order to distance himself from negative peer influences and allow him to establish his business. We quickly identified that one location was not suitable due to a negative influence living there. His housing options were initially being influenced by the location of his business. It took several weeks to identify a suitable location for both his new accommodation and business. Sacro worker helped A to identify suitable properties, facilitated meetings with business owners, and offered practical support and advice on budgeting, venue size, layout etc. His business is now thriving, and thanks to finding secure and safe accommodation he has been able to re-establish contact with his children.

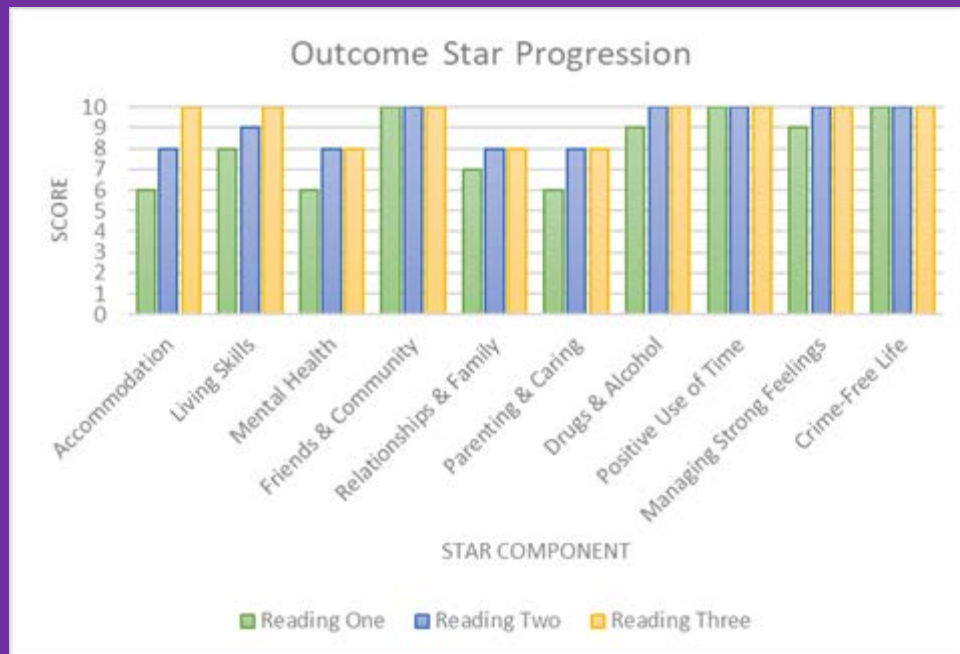
A refused to contemplate having a relationship with his children due to the reluctance of his ex-partner to allow them to travel over to his new accommodation. However, when this was spoken further about, it was identified that due to his past behaviour there was a lack of trust. He was encouraged to speak to his ex-partner again, but this time offering to go to the children's local area and taking his children out for a short period of time in their local community. Gradually, he managed to build the trust back up with his partner, and over time he was allowed to keep his children for overnights. Sacro worker helped A decorate his home appropriately in order to make it a welcoming environment for his children. Thanks to his patience and consistent effort, these relationships continue to improve, his son now works in his shop at weekends and his daughter regularly cooks with him, participating in the cooking challenge. Reconnecting with his family has led to a significant improvement in his mental health and appears to have positively impact on all areas of his life.

(cont.)

Although attending church regularly, he previously did not have the confidence to socially interact with other congregation members. Through working with him and developing his confidence, he is now able to interact with others, accepting invites to social activities and greatly improving his social network and skills

A no longer has a methadone script and has not used cocaine in several months. He is well established in his recovery and has a good support network and positive influences in his life. He is also living a crime free life and is taking care of all his responsibilities both on a personal and professional level.

Impact of Support: As demonstrated by the above Case Study, many referrals made to the Mentoring Service are of a complex nature, requiring several different interventions and action plans to be carried out simultaneously. To help accurate prioritisation of these needs and ensure the service delivered is consistently tailored to the needs of each individual, Outcome Star data is utilised. An initial reading is taken at the commencement of service provision, with subsequent review readings carried out every 8 weeks. From these readings, appropriate support is identified and signposting to relevant special support agencies is carried out. The below table illustrates the journey of progression undertaken by the individual in the above case study.



Individual F was referred to SACRO counselling service by Social Work due to depression and low mood. He lives alone and has occasional contact with his children. F's personal relationship broke-up and he remains on friendly terms with his ex-partner, and regularly takes the dog out.

Our first conversation was via telephone, we discussed how his low mood was impacting on his mental health. When asked if he was thinking of ending his life, F replied that "he was not going to do anything stupid". I was taken by surprise to hear from his Social Worker a few days later, he had walked into the sea.

We spoke about F's actions, and he apologised for not being truthful, but went on to explain he did not want to be stopped. We explored how he now felt about being saved and he expressed guilt and shame. We worked together on a safety plan and our relationship became deeper as trust was established.

F agreed to a walk and talk session; we started by walking upwards into the hills, in the opposite direction from the sea. F was amazed at the different scenery and let me know that this was a new experience for him. He was able to take in the greenery, gardens, dog walkers and smells of the flowers. He was becoming aware of how walking and looking around him, evoked all his senses as he was developing a deeper connection with nature.

As the sessions continued, we ventured into different parts of his local area which evoked emotional memories for him. F was able to share his past experiences and disclosed how his childhood of violence and fear had affected his self-worth. He was able to link violent relationships throughout his life. F learned that he had been taking responsibility for how other people behaved and blamed himself for upsetting others. We worked through this, and he shifted towards being responsible for himself and his own feelings. He was able to understand that if people were angry or did not agree with him, to let that go and not feel it was his fault. He became more independent and started to feel that he was finding his own identity, making his home a reflection of himself.

Towards the end of our sessions together, F achieved something which he said that he could not do at the beginning of his counselling journey. He walked to an area which he thought was out with his capacity. His breathing and heart condition limited him from physical endurance, and we walked at his pace, taking stops regularly. His self-esteem and self-confidence grew and his understanding of himself and how he can shift the way he reacts to others, was a positive change. F started to work as a volunteer in a local charity shop and felt a sense of purpose. I signposted him to the Men's Shed and he was looking to start going during the Springtime.

Reflecting on how he now feels and what his counselling experience was like for him, F recognised that he had made a positive change in his way of thinking and felt hopeful for his future.

Our CVN Development Worker engaged with a very vulnerable man, G, who was begging and having issues with alcohol and drug use. He was picked up from the streets by a lived experience peer from Open Doors alongside a Police Officer due to constantly begging in the town centre. He was under the influence and said he needed money for alcohol as he cannot go without it but engaged.

G was introduced to Open Doors and upon speaking to him, though very timid and shy, he disclosed he was on a methadone reduction programme, not eating and how people take advantage of him and take his money off him and was living in fear at times. Alcohol and drug use was making him more vulnerable than usual, but he couldn't live without it as he was a daily drinker and rapidly increases when he receives his benefits.

His hygiene was declining, he stopped eating and he was living a chaotic lifestyle, He had swapped heroin for alcohol so needed to fund his daily alcohol consumption with Crack Cocaine use becoming more often and his health and life were declining even more so Open Doors installed a shower and WG13 cooked him nutritious meals to keep in his freezer.

He was stopped by police for consumption and drinking alcohol in the Town Centre and received a fine, but things were getting worse for G and with a history of theft G was really stressed and his anxiety was increasing.

G received a community pay back order at court, Justice social work struggled to find a placement for this to be done but G was voluntarily coming into Open doors to talk with the CVN Development Worker about his issues and had built relationships up with staff and with trust being an issue for him as he felt he had been let down his full life and was brought up in care.

An agreement with Justice social work was that G could attend Open Doors to do his 80 hours community pay back order, he turned up on time and done 5 hours a week and finished his order, his anxiety reduced massively while in Open Doors and G felt accomplished that he had finished these hours and the routine he enjoyed.

He said he couldn't believe all the support he had got and came back to volunteer a few hours a week.

D first linked with the CVO East Ayrshire through a Community Service Order in June 2022. He had completed 80 hours unpaid work at our GRAFT project and engaged with our employability project, unfortunately he found himself in back in a position with more community service hours and was put out in placement in another organisation. The placement was not suitable, and the organisation contacted Justice social work to tell them they were not prepared to continue the placement.

D met with the unpaid work supervisor and requested to be placed within the GRAFT Project again. During his time at the GRAFT Project, he felt secure enough to be completely open about his background and told them about his past and how he ended up going through care, his continuous life of crime in Glasgow, where he grew up and his involvement with social work.

During his time in placement, he was referred to the Foodbank and on to the CVN Development Worker through the GRAFT Project. He had experienced delays with his benefit payments which resulted in him being without money to buy food.

D was close to the end of his most recent order but was anxious that the lack of structure and he decided after all the help and support he has received he would like to give something back to the Staff, so he offered to return as a volunteer.

D was also very interested in getting involved with Community Voice Network, CVN work to promote 'Inclusive Justice' which is a research team which supports the project. Shared learning from the project with partners including looking at the success and barriers to date and the future hopes and plans for the groups. Most importantly this allows the group members a chance to share some of the benefits and positive outcomes experienced by being involved with the work.

The CVN Development worker and the GRAFT Supervisor hadn't seen D for a week, they tried calling him, but the phone was no longer in service, so they chapped his door several times but there was no answer. Worried about D's possible situation the supervisor chapped his door after work, just as he was coming out a work van. D enthusiastically told the supervisor that he had been offered a full-time labouring job and had been out working all week.

D's dream of paid employment was finally here and he proved himself a valuable team member.

The difference in D since his involvement with GRAFT/CVN:

- He feels like a positive role model to other service users at CVN.
- He loves having a job and is much more organised.
- He has pride in himself and his ability.
- His confidence has improved dramatically.
- He has formed new friendships.
- He began trusting people and sharing his experiences.

In D's own words:

" I blamed my convictions for holding me back from moving forward in life and getting a job until I done my placement with the GRAFT Project, I really enjoyed working with people that understood because they had been where I was before. I had always struggled to find work or when I did, I didn't last the day. Every interview I attended built up hope, but I always ended up getting knocked back down. This made me feel very depressed without a purpose and like I didn't belong, and it always resulted in me drinking heavily then reoffending again.....this time it will be different!"

LM left mainstream school at 17, achieving standard qualifications. LM then progressed to working in the caring sector until her children were born. When the children were older, with the support of childcare, LM returned to this field of work. LM was in full time employment within the caring sector when convicted of an offence in July 2021. At this time her employment ceased. This had a big impact on LM's life, and she now suffers with depression, anxiety, poor mental health and states at times that this can be debilitating.

When LM was referred to the employability Justice programme by her Social Worker in April 2022 she appeared to be very anxious, however she did express that she would like employability support to work on confidence building to address her low self-esteem and to gain other qualifications to support her long-term goal, which was to re-enter the employment market. At her initial employability appointment, she completed North Ayrshire N.O.L.B. registration and carried out an initial needs assessment to identify practical and emotional barriers. An Action Plan was also created in conjunction with LM to explore these perceived barriers.

LM had left the family home due to the offence and was living in temporary accommodation with her daughter. LM was living in fuel poverty, and was very low on provisions due to her circumstances. To support LM with employability we first worked on addressing the perceived barriers and referrals were made to address areas of fuel poverty, debt and budgeting. Discussion also involved a referral to SALUS, who offer a wide range of support regarding counselling self-management tools and resources which can improve mental health issues. Following this intervention, LM reported that she was beginning to feel more positive and that she was coping better.

LM was now in a better place and was improving each week when she attended her appointments. We started to explore employability support and LM expressed an interest in beauty training and hospitality. I introduced LM to 'My World of Work' website Skills Development Scotland, which gives the individual a grant of up to £200 for the chosen accredited training that will support to open other employment opportunities when accredited training has been achieved. LM attended Beauty training school based in Glasgow and LM achieved a Diploma qualification.

LM's confidence was improving at the same time as Justice Services in North Ayrshire became facilitators for barista Training. The training was undertaken with Justice Services premises in Irvine and LM was supported to attend. Following training, LM demonstrated her new skills at a Barista Launch event within Stevenston and she received her certificate from the Lord Provost on the day. LM subsequently gained employment within the hospitality sector and is doing well.

B was referred (Nov 20) to Thriving Communities through Justice Services where he was serving a Supervision Order. B was 33 years old, a single parent of a 5-year-old with additional support needs, struggling with his mental health after separating from his partner, the loss of their infant son and engaging with recovery services. They were also homeless, living between family members as B did not want to live within homeless accommodation with his daughter.

Due to his chaotic lifestyle and multiple challenges our appointments were initially arranged around B's other meetings to reduce travel, costs and make life easier. This required strong partnership relationships and collaborative working to support B work through his multiple challenges.

B was managing to pick up some casual shifts around school times, although this was way below living wage. He was supported to create structure and routine within their lives, attending all relevant appointments with multiple agencies, building confidence, self-esteem, and resilience, also being there for B, during some of life's setbacks.

During his time on programme, Thriving Communities Employability officer Chris supported B to undertake industry specific training (CSCS Card), apply for his driving license, managed to gain his own tenancy, engaged with services, accessing support for his daughter, completed his Supervision Order, maintaining life in recovery, working on family mediation and to secure sustainable employment within construction industry in March 22 which is paying the living wage, and fits around his childcare. B also receives robust aftercare service where he is supported to continue to progress his life forward. He is currently working towards setting himself as self-employed.

Quote from B – "I was supported to stay on track, where I was encouraged to keep going when things were tough. I have managed to rebuild my life when I did not think I could. The service has been great and really helpful"

W was due for release on non-parole licence after serving a long-term sentence for serious assault and links with organised crime. During his time in custody W had been victim of a serious assault and as a result had a significant, life limiting head injury. This meant that he ended up being looked after within a hospital environment. As a result, there were communication issues between the prison and Health, meaning that a full risk management plan was not compiled in good time for his release. All agencies had to work together to within a few days to have a robust risk management plan with actions for all involved. W had memory difficulties and there was an uncertainty if he had capacity. Adult Services required to make a welfare guardianship application to the court. As there was an uncertainty if W would understand and comply with licence conditions, there was a request that he remain in hospital over the weekend until the court application could be made and also he was a Friday release, which we know means a lack of services being available over the weekend.

W was going to live with his elderly mother and police had concerns that he could be a target for retaliation from people he had previously assaulted. There were also concerns he would go out of the home and become lost due to the memory issues.

There were a number of agencies involved: Police, Health, Social Care Services, Justice Social Work to name a few. Justice Social Work arranged a Category 3 Mappa meeting where information on W's health needs, care needs and risk of reoffending were shared and a risk management plan was agreed. This balanced the needs of W, along with the risk he posed to others, especially concerns around his mother but also the risk to him from others. Justice social worker took a lead role to help coordinate the plan and ensure a smooth transition from prison to home.

The initial weeks were mainly involved in ensuring W was safe and his health needs were being met, with support to his mother but then as he settled Justice social worker helped to work with other partners to integrate W back into the community and ensure he had activities he could engage in which kept him away from reoffending. This was a short licence, so when it ended the social worker ensured that there was a plan for ongoing support for W, mainly from Health and Adult Services.

This complex case of someone assessed a very high risk illustrates the need to work with partners and the community to help integrate someone back in their community and reduce the risk of further offending.

11) Look ahead with the new National Strategy, Community Justice Performance Framework and Community Justice Improvement Tool. Please tell us what the next steps are for your partnership in light of these significant developments.

Over the course of this year we have been engaging with partners around the publication of the new National Strategy and what this means for our area. We have undertaken several activities to work with partners to establish what the current practice, strengths and challenges are in relation to the new national priorities.

The Partnership are currently gathering evidence relating to the new National Strategy to establish a current picture of practice across Ayrshire. This will then be used as a baseline, and as a partnership, we will consider where actions need to be taken to either maintain or improve our work around the specific aims and priority actions within the strategy.

The feedback received during this process will be considered alongside our Strategic Needs and Strengths Assessment (SNSA) for the new CJOIP. The identified local actions will shape our new CJOIP as part of a detailed action plan which will align to those new National Aims, and data measures to be used as evidence of progress, with a view to the CJOIP coming in to effect on 1 April 2024.

Partners will provide regular updates to these actions and performance indicators so we can accurately track our progress in meeting the Aims.

**COMMUNITY PLANNING PARTNERSHIPS BOARD
OF 26 OCTOBER 2023**

PROPOSED 2024 DATES

DAY	DATE
Thursday	25 January 2024 at 10.00am (online)
Thursday	18 April 2024 at 10.00am (in person)
Thursday	22 August 2024 at 10.00am (online)
Thursday	24 October 2024 at 10.00am (in person)