Item 8

24th August 2023

Glasgow Community Planning Partnership
Safe Glasgow Partnership

Report by Head of Community Justice Glasgow

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Community Justice Outcomes Improvement Plan 2023-2028

Purpose of Report:

To present the Community Justice Glasgow's Community Justice Outcomes Improvement Plan (CJOIP) for 2023-2028, and seek approval, pending any feedback given.

Recommendations:

It is recommended that the Safe Glasgow Partnership:

i. Note the content of the report;
ii. Subject to any feedback received, approve the final draft of the CJOIP.

1 Introduction / Background

1.1 This report provides the Safe Glasgow Partnership with an update on Glasgow's CJOIP for 2023-2028, included in Appendix 1.

1.2 Community Justice Glasgow (CJG) is the partnership arrangements put in place in Glasgow in response to the Community Justice (Scotland) Act 2016 (The Act). The Act requires that each local partnership produce a CJOIP, which aligns with the Community Planning Partnership's Local Outcomes Improvement Plan, the National Strategy for Community Justice and Community Justice Performance Framework. The Act also requires that each community justice partnership produce an annual performance report each year.

1.3 Our last CJOIP covered the period 2018-2023 and so work was carried out over the last year to inform the new CJOIP, ensuring the views of our partnership and wider Glasgow communities were reflected. This included dedicated workshops for CJG partners, an information session with the Third Sector Interface, Elected Member information sessions and wider events with local and national representatives and individuals with an interest in justice in Glasgow, and an invitation for our Twitter followers to get and touch and share their views over the course of the year. Further detail on this can be found in the Participation Statement in the CJOIP.

2 Vision Statement

2.1 While different views were shared during our participation activities, the majority agreed that a shorter, more concise and memorable vision statement was preferable. The final statement, agreed by the CJG partnership is: "*reduce reoffending and the use of custody to the benefit of all Glasgow citizens*."

2.2 This reflects the direction of The Act, which focuses on reoffending, and not primary offending, with a focus on community, rather than custodial sentences, where safe and appropriate. It also acknowledges the wider impact on the community when someone is imprisoned.

3 Our Focus

3.1 Our previous CJOIP had 9 key themes that informed our work. While these themes are still important and established areas of work will continue, our engagement with partners led to us to a consensus that our focus over the next five years would be:

- Women
- young people
- victims
- families
- those with equalities protected characteristics
- those experiencing inequality and/or poverty

4 Our Values

4.1 To ensure our work is informed by best practice and underpinned by values shared by our partners, we identified the following values which will inform all of our work:

- Trauma Informed
- Information Sharing
- Early Intervention
- Evidence Based
- Gendered Approach
- Effective Partnership Working
- Embed the Learning from COVID

5 Communications

5.1 A communications plan has been drafted, and work is ongoing to implement this. Community justice partners have been asked to support this communications activity by ensuring the CJOIP is shared within their own organisations and highlight any other communication opportunities that the CJG core team can support them with.

6 Equalities Impact Assessment

6.1 An initial screening exercise has been completed to assess the equalities impact of the CJOIP. Further work is required and a full impact assessment will be carried out, and published on the Glasgow City Council website, in line with legislation.

7 Recommendations

The Safe Glasgow Partnership are asked to:

i. Note the content of the report;
ii. Subject to any feedback received, approve the final draft of the CJOIP.

Appendix 1



Community Justice Glasgow Outcomes Improvement Plan 2023-2028

Foreword – Bailie Paul McCabe
Chair, Safe Glasgow Partnership



I am pleased to present our Community Justice Outcomes Improvement Plan, 2023 to 2028, on behalf of Community Justice Glasgow, and all of our local justice and community partners. This plan represents our commitment to continuous improvement across the justice system in our city, and our focus on supporting the best outcomes for all of our citizens, to the benefit of the community as a whole. By working to reduce reoffending, we support the reduction of crime, and with less victims of crime we will make our city a safer, more welcoming place for everyone. By promoting safe and effective community options rather than short prison sentences, where safe to do so, we will support community connections, and help mitigate harm.

While this plan builds upon the successes of our previous Community Justice Outcomes Improvement Plan, we have also updated our vision, focus and values. Whilst work will be ongoing on all original areas, the updated vision, focus and values reflect what will be the core direction of future work. Following engagement with stakeholders, we gained insight into what is important for our partners and communities and have reflected this in our plan. We have listened to communities and have worked with those who experience crime and those convicted of an offence to ensure our plan is informed by direct experience. We will continue to engage with and listen to communities, to inform the implementation of our plan.

As Scotland's largest and most diverse city, which includes some of the most deprived areas in the country, Glasgow is unique and faces challenges on a larger scale. We are overrepresented in the prison population and have higher than average levels of offending. Through effective, collaborative working, our partners will continue working to meet these challenges, in efficient and effective ways. While we support firm and proportionate responses to crime, we will also use evidence based and person-centred approaches, which are shown to have better outcomes in reducing reoffending and improving safety in our community.

On behalf of Glasgow Community Justice partners, I commit this ambitious five-year plan and our efforts to continuing to reduce reoffending. We commit to continuing our efforts in addressing the underlying issues resulting in peoples' involvement in the justice system, so they can make the changes they need to flourish and be included Glasgow citizens.

Community Justice Glasgow
Who We are:

Community Justice Glasgow was established in response to the Community Justice (Scotland) Act 2016 (the Act). We are a partnership of the following statutory partners named in the Act alongside local third sector representatives:

Police Scotland
Victim Support Scotland
Scottish Fire and Rescue Service
Glasgow City Council
Scottish Courts and Tribunals Service
Crown Office and Procurator Fiscal Service
Glasgow Third Sector Forum (Part of our third sector interface)
Parkhead Citizen's Advice Bureau
Scottish Prison Service
NHS Greater Glasgow and Clyde
Glasgow Health and Social Care Partnership
Action For Children
Skills Development Scotland

Integral to the arrangements established through the Act is the planning and delivery of local Community Justice services on a partnership basis. Our partners have a statutory requirement to work in partnership across our local authority area to reduce reoffending. Aim 4 of the National Strategy for Community Justice, to Strengthen the leadership, engagement, and partnership working of local and national community justice partners, states:

"It is necessary for community justice partners to work together to adopt a strategic approach to planning and delivering improved outcomes, and lasting change for individuals and communities."

In preparing this CJOIP, we have taken account of the relevant legislation and policy influences at both a Glasgow and National level, to ensure that we maintain our partnership approach. These influences can be found in Appendix 1.

What is Community Justice?



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The National Strategy for Community Justice states that community Justice

"is principally about organisations working together to ensure that people who have offended address the underlying causes of their behaviour, and pay back to the community where appropriate. It aims to encourage rehabilitation, reduce reoffending, and protect the public, leading to fewer victims and safer communities."

The Act focuses on preventing and reducing 'further offending' and partners work together to support people who have committed offences from the point of arrest, through prosecution and disposal (both community and custody), and support reintegration into the community. Our partnership therefore focuses on working together to improve outcomes for people who are in contact with the justice system, reducing subsequent reoffending which will reduce crime in the city, making it safer for everyone.

Our Governance Arrangements

Our governance arrangements are via Glasgow Community Planning Partnership. We also work closely with other relevant structures, and so align with, rather than report to, the Glasgow City Integration Joint Board, and the local Police and Fire Scrutiny arrangements. We also expect effective two-way communication with all of our partnership members. Each member organisation is responsible for sharing information and developments from our partnership within their own organisation, and providing organisational feedback, and representation from their organisation (or sector) to effectively communicate relevant information to our partnership.

We are also committed to ensuring our Public Sector Equalities Duties are met in relation to the Equalities Act (2010) and the Fairer Scotland Duty, which is outlined in Figure 1, below. We have therefore completed and published an Equalities Impact Assessment using Glasgow City Council Equalities Screening Tool. All Glasgow City Council EQIAs are published here.

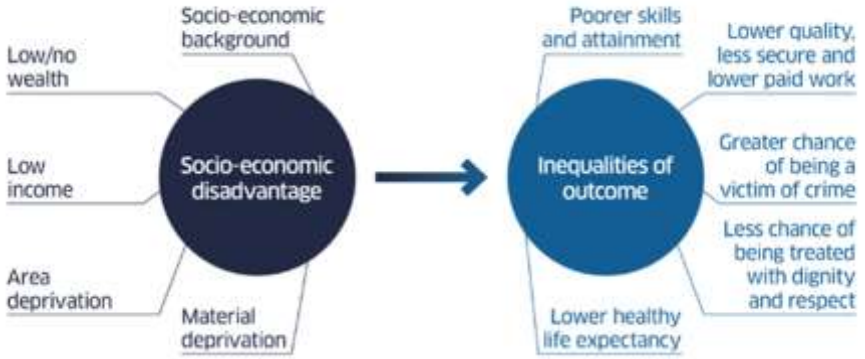


Figure 1
The Fairer Scotland Duty, Scottish Government 2018

Understanding Glasgow

Glasgow is Scotland's largest city, with a population estimate in 2021 of around **635,130**, and growing. The **Understanding Glasgow** website shows that Glasgow is also the most diverse city, with around 12% of the population from a minority ethnic group and around 12% of its population not born in the UK. The city attracts a high number of tourists each year and has an excellent reputation for hosting high profile events, such as COP26, international sporting events, conferences, concerts and festivals. Glasgow hosts around **464,000 jobs**, and the population is highly qualified in comparison to the Scottish and UK averages.

However, Glasgow City also has its challenges. It does not compare positively to the national average in a number of areas, including life expectancy and healthy life expectancy, physical and mental health indicators, including smoking, alcohol and drug use. In addition to the individual indicators, city wide indicators also illustrate some challenges for the city; poverty, social exclusion, crime rates and participation in education and employment are also less favourable than for Scotland overall (as outlined in the **Glasgow Demographics Report** by Glasgow City HSCP).
Glasgow is also disproportionately represented in the Scottish criminal justice system. Glasgow Sheriff Court is reputedly the busiest court in Europe, with 21 individual courts, several local problem solving court initiatives and up to **2,000** people entering the building on any day. The overall Crime Rate, expressed as the number of all crimes per 1,000 population is 43.2 for Glasgow, compared to 28.6 for Scotland. While Glasgow accounts for around **11%** of the Scottish population, Glasgow citizens account for around 18% of the prison population. While Glasgow is a vibrant, cosmopolitan city, it has its challenges, on a scale that is unique in Scotland.

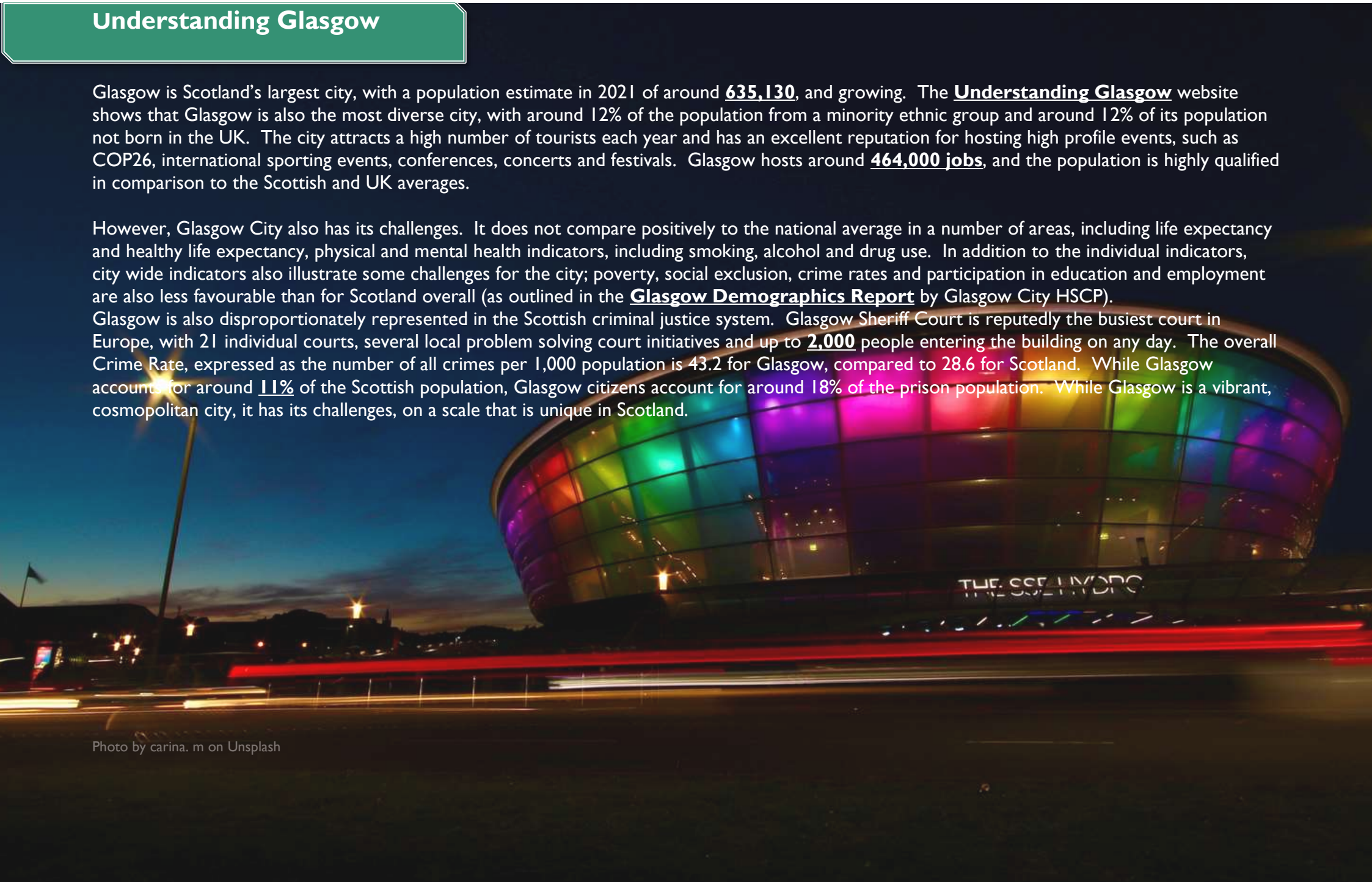


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Participation Statement



CJG is committed to continue to talk with people, listen and empower them to influence and shape our plans and actions across all priority areas. In preparing and informing our Community Justice Outcomes Improvement Plan (CJOIP), we carried out a number of specific engagement activities to maximise participation in this process. These included:

- At each of our Community Justice Glasgow Partnership meetings throughout 2022-23 (and some prior to this point) we have included the CJOIP development as an agenda item. We provided a written update on all work carried out to progress the renewal of the plan, and an opportunity for our partners to discuss and to shape this throughout its development. This has ensured our partners have been involved throughout the process and influenced each stage of the work.

- In addition to the partnership meetings, dedicated sessions were arranged for partners to come together in small groups, and work through the vision, themes, direction and overall structure of our CJOIP, shaping its development.

- Information sessions were arranged with our local Elected Members to provide an overview of our work and purpose, including background information on CJG, our activity and factors that influence justice services in Glasgow, before discussing our future direction. We used the discussion from these sessions to inform the revised CJOIP. This supports links with CJOIP and the local administration, ensuring continuity of direction.

- An information session was arranged with the local Third Sector Interface, to provide information on the progress made so far in reviewing our CJOIP, and to provide the wider third sector in the city (that are not already directly involved in the partnership structure) to provide their views and input to inform the CJOIP. Additional individual meetings also took place following this, for organisations who had an interest in providing their views but could not attend the session.

- An in-person event was held which included specific workshops to discuss our priorities with a wider audience. Those who attended included staff, volunteers and service users of justice services in the city, students currently studying justice related courses, front-line representatives from statutory partner organisations and others with an interest in this area. The event was filmed, providing a record of the wide range of information and views gathered. Much of this reinforced the direction the revised CJOIP was already taking, and new information was also gleaned, which is included in our final CJOIP.

- Discussion on the proposed focus, themes and principles also took place across our wider working groups and in meetings with other partnerships in the city, including the Alcohol and Drug Partnership, the Glasgow Violence Against Women Partnership, various Health and Social Care Partnership groups including the Homelessness Management Team.

- An early draft of the CJOIP was circulated to relevant Glasgow City Health and Social Care Partnership staff to allow direct input from frontline staff.

- Throughout 2022-23 we regularly tweeted about renewing our CJOIP and provided the opportunity for anyone to get in touch and share their views on Community Justice in Glasgow.

- Glasgow City Council has invested in a Community Choices, a consul to facilitate online civic conversations and allowing wide reaching participation to inform our plans.

- Regular participation in Glasgow's Community Council development sessions has enabled participation with community members and two-way conversations about community justice in the city.

In addition to these focussed sessions, we routinely engage with a wide range of local people and organisations, including our Community Planning Partnership's Local Area Partnerships, informing them of the work carried out in justice services across the city, providing information on our Annual Reports and also hearing the local priorities for justice in each of the area partnership neighbourhoods. Our Strategy for Purposeful Engagement in Glasgow provides more information on the ongoing engagement our partnership drives across the city.

Work was also carried out to identify the key themes across all of our partner organisations from their current high-level strategies. This ensured that there is no conflict between our own strategic direction and those of our partners, and that we did not omit any important areas or themes when devising our CJOIP.
This participation and engagement enabled us to identify the focus for this CJOIP, with a different structure to our previous plans, identifying our **Vision**, our **Focus**, and the **Values** that will inform our work.


Our Vision
Reduce reoffending and the use of custody to the benefit of all Glasgow citizens
Our Values
Trauma informed
Information sharing
Early intervention
Evidence based
Gendered approach
Effective partnership working
Embed learning from COVID
Our Focus
Young People
Victims
Families
Equalities Characteristics
Women
Inequality and Poverty

Developing our Partnership

The work of our Partnership has been underpinned by our 9 key themes, as outlined in the 2018-23 CJOIP:



Through engagement with our stakeholders, it was concluded that while these nine key themes are still important, and the progress we have made should be maintained, outlining ***who*** *and* ***how*** *would be a clearer way to express how we worked. Through the engagement outlined in our Participation Statement, we arrived at our* ***Focus*** *and* ***Values***.

We will maintain the momentum we have achieved through our 2018-23 CJOIP, continuing the work we have progressed across these 9 themes. We will also be mindful of the groups that are more adversely affected by contact with the justice system, as outlined in ***Our Focus****, while continuing to progress with our work. This will be underpinned by* ***Our Values****, and in taking this approach, we will build upon our achievements, while ensuring our approach is in line with what our partners have identified as being important.*

Our Vision

Reduce reoffending and the use of custody to the benefit of all Glasgow citizens

The Community Justice (Scotland) Act sets out the role of local partnerships as reducing *reoffending*, using a partnership approach to address underlying causes of offending and ensure that, where appropriate, those who have committed offences can be managed safely and effectively in the community. This also reflects the Vision for Justice in Scotland's transformation priority of "Shifting the balance between use of custody and justice in the community." We believe that our vision reflects the ethos of the Act and provides a clear and concise goal for all of our partners to work together to achieve this.

This differs from our previous Vision, which was **"Glasgow is a safer place where reoffending is reduced, the impact of crime is mitigated, and all citizens affected by offending have equal opportunity to thrive."** This was discussed at length throughout our engagement with partners in preparing this CJOIP. While there is still commitment to the ethos of our previous vision statement, it was agreed that a more succinct vision is preferrable and provides a clearer goal for our partnership. Our **focus** and **values** provide more detail to augment this vision.

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Our Focus

Through assessing the priorities and ambitions of the strategic documents of our partners we began to identify patterns and common themes. These were discussed while engaging with partners to review or own themes and there was agreement across our partners on what our focus should be over the next five years:

- **Women**
- **young people**
- **victims**
- **families**
- **those with equalities protected characteristics**
- **those experiencing inequality and/or poverty**

Women



This was a theme that has carried on from our previous CJOIPs as there was partnership-wide consensus that we should continue to focus on the unique experiences of women in the justice system. Working to mitigate the specific harms experienced by women through contact with the justice system continued to be a priority for our partners, as informed by the report by the Commission on Women Offenders, published in May 2012. The Commission was established to examine how female offenders were dealt with in the criminal justice system. The Glasgow Working Group on Women and Offending was initiated by the Glasgow Community Justice Authority with the remit to implement the recommendations of this Commission. While the report by the Commission was monitored by the Scottish Government for the parliamentary term during which it was published, the GWGWO continues to meet and drive forward the women and justice agenda in Glasgow. It has a wide membership including justice and mainstream services in Glasgow, as well as relevant national bodies. It has also served as a learning and sharing network for its members, particularly during COVID-19 restrictions, where the fast pace of change made it ever more valuable to work effectively in partnership to deliver crucial services to those who needed them.

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The Glasgow City HSCP Family Support Strategy 2020-23 also recognises gender-based violence as an issue that affects many women and their families in the city. This strategy notes that 33% of Child Protection registrations in Glasgow are due to gender-based violence, and so there are wide reaching consequences as a result. Chart 4 in Appendix 2 shows that while rates of recorded domestic incidents have gradually reduced in Glasgow from a peak in 2011-12, they continue at a significantly higher rate than Scotland as a whole.

Young People



It was acknowledged that The Act includes people aged 16 and 17 as well as those aged 18 and over. The Vision for Justice in Scotland also states its commitment to Youth Justice and the Whole Systems Approach for Youth Justice. Glasgow's One Glasgow Reducing Reoffending initiative works closely with Community Justice Glasgow (CJG). This initiative works with people aged 12 to 25 who are involved in, or at risk of becoming involved in, the criminal justice system, including those leaving prison and secure care. It uses a Whole Systems Approach, focusing on Early and Effective interventions, Diversion from Prosecution (DfP) and reintegration in the community. This workstream is already integrated with CJG, and partners agree that Youth Justice should be a key theme of the partnership. The two-year reconviction rates illustrate that while reconviction rates in Glasgow have reduced over the last 10 years, this is not the case for younger age categories. Appendix 2, chart 2 illustrates the difference in reconviction rates across the different age categories.

Our work with young people also involves **early intervention** work to prevent contact with the justice system, rather than purely preventing **reoffending,** with the work of One Glasgow Reducing Offending using effective data sharing to identify young people at risk of offending and providing tailored intervention. While this is out-with the scope of The Act, preventing contact with the Criminal Justice system is shown to avoid the harms associated with this.

The Glasgow City Health & Social Care Partnership (HSCP) Family Support Strategy 2020-23 also aims to provide a local, tiered approach in delivering family support which will help divert children, young people and families away from statutory interventions, and ultimately prevent unnecessary Social Work and Criminal Justice contact. According to Scottish Index of Multiple Deprivation (a tool for identifying areas with relatively high levels of deprivation) there is far higher proportion of young people living in the most deprived quintile than there is for the Scottish population as a whole. Appendix 2 chart 16 shows that Glasgow has had a consistently higher rate of young people living in the most deprived quintile than Scotland.

Victims

While rates of victimisation in Glasgow have reduced significantly over the last 10 years, it is still higher than the national average, as demonstrated in the Scottish Crime and Justice Survey *(Appendix 2, Chart 3)*. Around 13% of adults (aged 16+) in Glasgow have been victims of crime. It is acknowledged that victimisation has a negative effect on people, and can potentially impact other aspects of peoples' lives, such as mental health, substance use and trauma related issues. Victim Support Scotland have been part of our Partnership since inception, and work to help mitigate issues for victims and survivors of crime. Our partnership continues to listen and act to support victims of crime to have their voices heard, have their views reflected in our work and receive the support they need, through Victim Support Scotland and other victims' organisations.



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Families



The whole family can be affected by a family member's involvement with the Justice System. Families are also recognised as a protective factor, providing support to help the family member(s) involved to move on from offending. This has been recognised in the National Strategy for Community Justice, which aims to include people with convictions, victims and families in the planning and delivery of Community Justice within their local areas. Impact on families is even more acute when the family member is imprisoned, and this is reflected in findings of research that has been carried out in this area. Families Outside have published Paying the Price: The Cost to Families of Imprisonment and Release, and this research illustrates the role of prison in creating, sustaining and deepening poverty, and its disproportionate effect on women and people from the most deprived areas.

Having a parent in prison is recognised as an adverse childhood experience, which can impact negatively on the life experience of those affected. While the numbers of children affected by parental imprisonment are not routinely gathered, Parenting Scotland, in collaboration with Families Outside, have estimated that 7% of children experience parental imprisonment during their schooling. It is estimated that every year, between 20,000 and 30,000 children in Scotland are affected by parental imprisonment. Around 63% of prisoners have children and 60% of all women in prison have children. In Scotland, only 17% of fathers looked after their children while the mother was in custody, with most being looked after by other family members, with some being placed in care. In Glasgow it is estimated that around 12,000 children are affected by parental or sibling imprisonment. Ensuring appropriate family contact and relevant direct family services, is therefore seen as necessary in Glasgow, to reduce and mitigate family impact.

Glasgow City Health & Social Care Partnership (GHSCP) have adopted a whole family approach across the partnership, and their Family Support Strategy 2020-23 is guided by principles which include early intervention and collaboration. This includes working with community partners, including Community Justice Glasgow partners, providing a joined-up approach to better meet families' needs.

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Equalities Protected Characteristics

The Equality Act 2010 and applies to everyone, both in the public and private sector.
As part of the statutory requirement to mainstream equality into planning, service delivery,
and performance management, we carry out Equality Impact Assessments for all of our
policies, changes in practice and strategic plans, including this CJOIP. By equalities
protected characteristics, we mean: Age, Disability; Gender Reassignment; Marriage
and Civil Partnership; Pregnancy and Maternity; Race, Religion or Belief; Sex; and Sexual
Orientation. More information on each of these characteristics can be found here.
People experience the justice system differently, depending on their own identity, and so it
is important that we reflect different needs when planning and co-ordinating services.
We also aim to ensure existing services, as well as any new developments do not
discriminate on the basis of individuals' characteristics.



Inequality and Poverty

In addition to the characteristics protected via the Equality Act, many people in Glasgow experience other forms of inequality, such as income inequality and poverty. The Fairer Scotland Duty came into force on 1 April 2018, which also places a legal responsibility on named public bodies in Scotland to actively consider how they can reduce inequalities caused by socio-economic disadvantage when making strategic decisions. Glasgow is the most deprived city and local authority area in Scotland. The Understanding Glasgow website provides further information on the extent of this here. This includes an estimate of 29% of children in the city living in poverty, and in-work poverty has been rising, with 61% of working age adults in poverty living in a household where at least one person works. The full impact of COVID measures on these areas may also be yet unknown.

Our partners therefore felt that the impact of inequality and poverty be acknowledged, and that we should strive to mitigate the compound impacts of this for people in contact with the justice system. It is recognised that many people in the justice system are affected by multiple forms of inequality or disadvantage, which can compound to form further obstacles for people who encounter the justice system.

We want our work to be informed by best practice and underpinned by values shared by our partners, to drive the best community justice outcomes. We have therefore identified the values which will inform all of our work:

- **Trauma Informed**
- **Information Sharing**
- **Early Intervention**
- **Evidence Based**
- **Gendered Approach**
- **Effective Partnership Working**
- **Embed the Learning from COVID**

Trauma Informed

Glasgow City Council was chosen as one of three National Training pilot sites for Level 1 'Informed' & 2 'Skilled' (Psychological) Trauma Training. There has been a targeted delivery of Level 1 & 2 Trauma Training to staff working within Adult Services and to services where there is a high prevalence of trauma experienced by the service user population. This includes Homelessness, Alcohol and Drug Recovery and Justice Social Work services. The training plan developed across the city will concentrate on the delivery of a training pathway not only to frontline staff but to managers, in order to facilitate the systemic change required to support trauma informed practice development across the organisation.

This work runs in parallel with the National Trauma Training Programme which acknowledges that we all have a role to play in understanding and responding to people affected by psychological trauma. In being 'trauma informed' our partnership will operate in a way that:

- recognises where people are affected by trauma and adversity;
- responds in ways that prevent further harm by thinking about what will make those in contact with justice services feel safe;
- empowers those that use services to have control and take an active role in what happens to them; and
- being clear about what will happen at each stage of the justice journey.

Information Sharing

To be truly trauma informed, our partnership has recognised that effective information sharing is required. Throughout the engagement process of informing this CJOIP it was highlighted that there are many opportunities for information to be shared more effectively, particularly at transition periods, for people going through the Justice System. It is recognised that there are some systems issues, however pathfinder projects have demonstrated that many of these issues can be overcome with effective partnership working. The partnership will use the learning gained from successful projects to continue to create opportunities for better information sharing, to the benefit of services and those they work with.

In addition to formal information sharing processes, information sharing and communication between and within organisations is also important for our partnership. To be effective, we need to ensure that staff across our partnership are aware of and contribute to our work. Effective information sharing can help minimise duplication of effort across partners, and potential disconnect between operational and managerial staff, ultimately supporting better services for the people we work with.

Early Intervention

It is acknowledged that contact with the Justice System in itself can cause harm to those affected. Our partnership strives to provide interventions that prevent further contact with Justice Services, by intervening at the earliest opportunity, to address underlying issues that can lead to offending. In line with the National Strategy for Community Justice, we are working as a partnership to:

"Improve the identification of underlying needs and the delivery of support following arrest by ensuring the provision of person-centred care within police custody and building upon referral opportunities to services including substance use and mental health services."

We will continue with this approach and enhance our initiatives in police custody to fully reflect the range of needs presented. We will use the learning from this practice to inform future developments to support positive intervention at the earliest opportunity.

Evidence Based

Evidence based practice means that decisions about services and practice are based on the best available, current, valid and relevant evidence. These decisions should involve those using or impacted by services, be informed by the knowledge and experience of practitioners, and by the most up to date and relevant research available, within the context of the resources available. Through using an evidence-based approach as a principle in all our work, we aim to provide the most effective interventions available, at the time that is right for individuals. This will help us deliver improved outcomes for individuals, families and their communities. In being evidence based, our approach can evolve with known best practice.



Gendered Approach

In line with Glasgow City Health & Social Care Partnership (GHSCP), we will use a gendered approach. This approach recognises and responds to the different and specific risks and vulnerabilities of women and girls. We know that men and women experience the justice system differently and recognise this in our work. We will continue to work with the Glasgow Violence Against Women Partnership and establish links with the Glasgow Alcohol and Drug Partnership Women's Reference Group, to ensure our gendered approach is informed by best practice and by women in Glasgow.

Effective Partnership Working

While the requirement to work in partnership is a requirement of The Act, our partnership recognises that this must be effective if it is to impact reoffending and result in better outcomes for Glasgow and its citizens. Each of our partners has a responsibility to collaborate with the partnership effectively, which goes further than the two-way communication between their organisation and the partnership. Throughout our engagement activity to inform this plan, partners recognised the value of partnership working in avoiding duplication and ensuring the people we work with received the best service available to meet their needs at that time. Commitment to effective partnership working is essential to maximising the impact of our collective effort.

Embed the learning from COVID

The impact of COVID-19 and lockdown measures had a significant ramification across the justice system. It also demonstrated that changes could be implemented at a pace, and perceived barriers could be effectively mitigated. This period of change resulted in beneficial changes in practice, and the partnership is committed to ensuring these benefits are retained and that the lessons learned are not lost. This learning includes effective partnership working and information sharing, being person centred and learning from lived experience, effective leadership and communication, and retaining practical measures that were introduced to offset issues arising from lockdowns, that continue to be beneficial as restrictions have lifted.

Our values also support the Scottish Government Vision For Justice, illustrated here.



How we will achieve this

The Scottish Government have revised the Outcome and Performance Improvement Framework, and the new Community Justice Performance Framework (CJPF) was published 31/03/2023. This outlines 10 national indicators which are to be used to measure performance in achieving the nationally determined outcomes. The national indicators will provide a measure of performance in achieving the national outcomes and allow national comparisons. In addition to these, there is an expectation that evidence will be collected at a local level, provided by partners across each local partnership, to supplement the national indicator data. Local evidence will provide further context and highlight areas of good practice and help identify where there are areas that will need more focussed work.

In addition to the indicators that local areas develop, it is expected that they will gather and utilise information, in collaboration with Community Justice Scotland (CJS), to support ongoing improvement work. There is a requirement for each local partnership to produce an annual report, which will provide CJS with local evidence to support the fulfilment of their requirement for a Scotland wide annual report.

Based on this CJPF and our local information needs, a performance framework is in development. We will continue to focus on our work plan which we have established over the last 5 years and will drive forward our established improvement plans, covering:

- Prison throughcare
- Adult diversion from prosecution
- Bail support
- Supporting the Presumption Against Short Sentences

Appendix I

CJOIP Influences

Local	National
• Glasgow Community Plan • Glasgow City Alcohol and Drug Strategy • Police Scotland – Local Policing Plan Glasgow City 2020-23 • Scottish Courts and tribunals Service Corporate plan 2020-23 • Crown office & Procurator Fiscal Service Strategic plan 2020-23 • Scottish Fire and Rescue Glasgow City Plan • Glasgow City Housing Strategy 2017-2022 (2023-28 strategy currently in draft format, consultation open until end May) • Glasgow City Council Strategic Plan 2022-2027 • Glasgow Community Learning and Development Strategic Plan2021- 24 • Glasgow Economic Strategy – 2022-2030 • NHS GG&C Public Health strategy 2018-2028 • Glasgow's Family Support Strategy 2020-2023 • Strategic Plan for Health and Social Care (Currently being reviewed) • Glasgow Violence Against Women Strategy currently being reviewed	• National Strategy for community Justice • Community Justice Outcomes, Performance and Improvement Framework (Revision Due September 2022) • Vision for Justice 2022 • Skills Development Scotland – Strategic plan 2019-22 • Scottish Prison Service – Corporate Plan 2019-22 • Youth justice strategy 2015 to 2020: delivery of the priorities - progress report • Mental Health Strategy 2017-27 – progress report • Equally Safe: Scotland's strategy to eradicate violence against women • A stronger and more resilient Scotland: the Programme for Government 2022 to 2023 • The Promise • The Independent Care Review • Ethnicity in the justice system: evidence review

Appendix 2

Needs Assessment
Reconviction Rates

Chart 1, below, shows the 2-year reconviction rate trend for both Glasgow and Scotland. There has been an overall reduction since 2012-13, with rates reaching their lowest in 2017-18. It can be seen that Glasgow, starting at a higher level of reconviction rate, reduced at a greater rate than Scotland. The latest figures available (2018-19) show that Glasgow had a lower reconviction rate than Scotland as a whole.

Chart 1

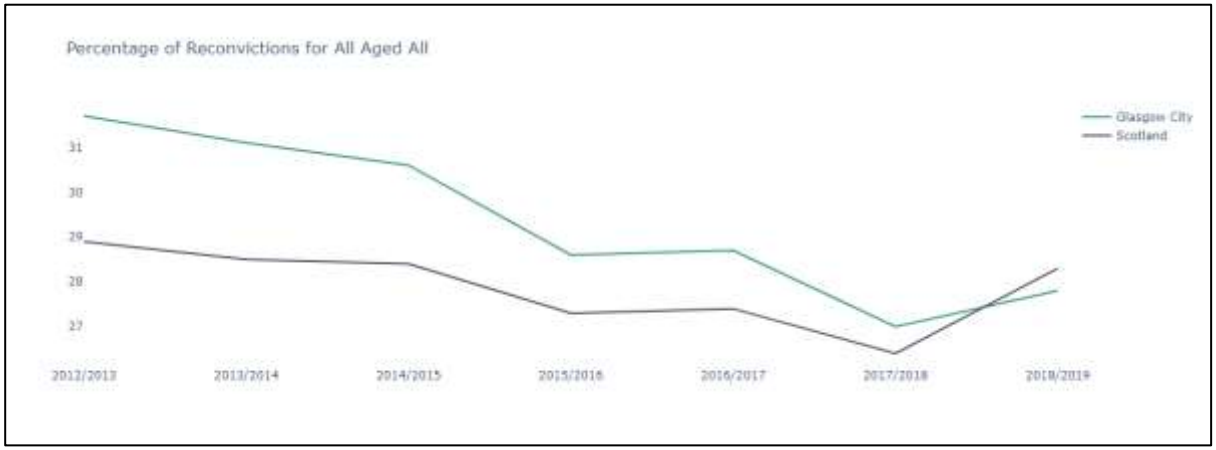
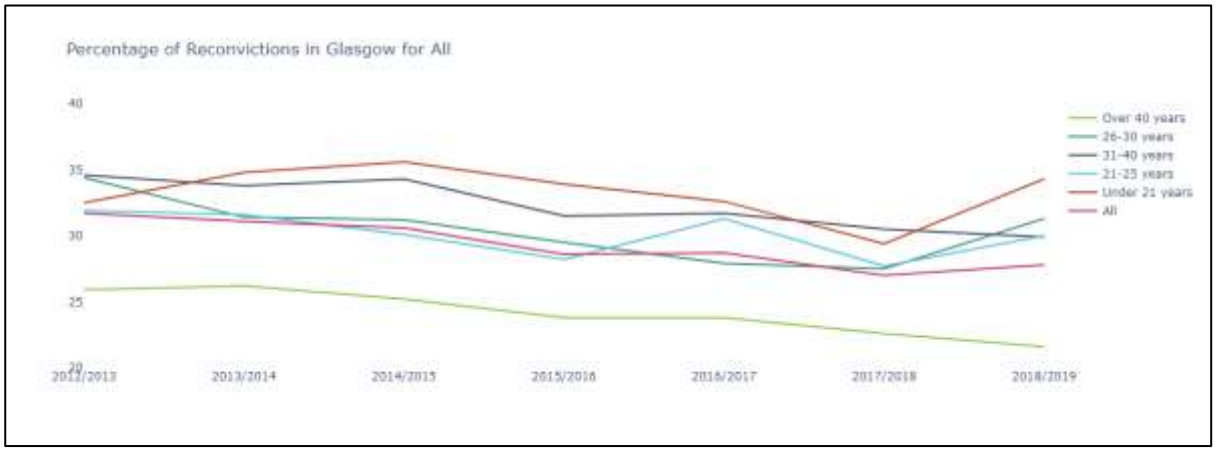


Chart 2



While the reconviction rate in Glasgow overall has improved over this time period, there have been different trends across the different age groups in the city. There have been consistent reductions in the reconviction rates for people aged over 30, however, for the younger age groups, and in particular under 21s, this rate has begun to increase. This helps demonstrate the need for our partnership to focus on **young people** over the next 5 years.

Crime Rates in Glasgow Vs Scotland

Crime rates in Glasgow have been consistently falling over the last ten years (chart 3). While the rate of this reduction has exceeded the rate at which the national crime rate has reduced, it continues to remain higher than Scotland as a whole. Additionally, the rate of domestic abuse has not fallen at the same rate and remains significantly higher than the Scottish average. This demonstrates a higher victimisation rate than the national average, and therefore helps to highlight why our partnership has chosen to focus on **victims**. Domestic abuse also disproportionately affects women, which helps demonstrate why we also have a focus on **women**.

Chart 3

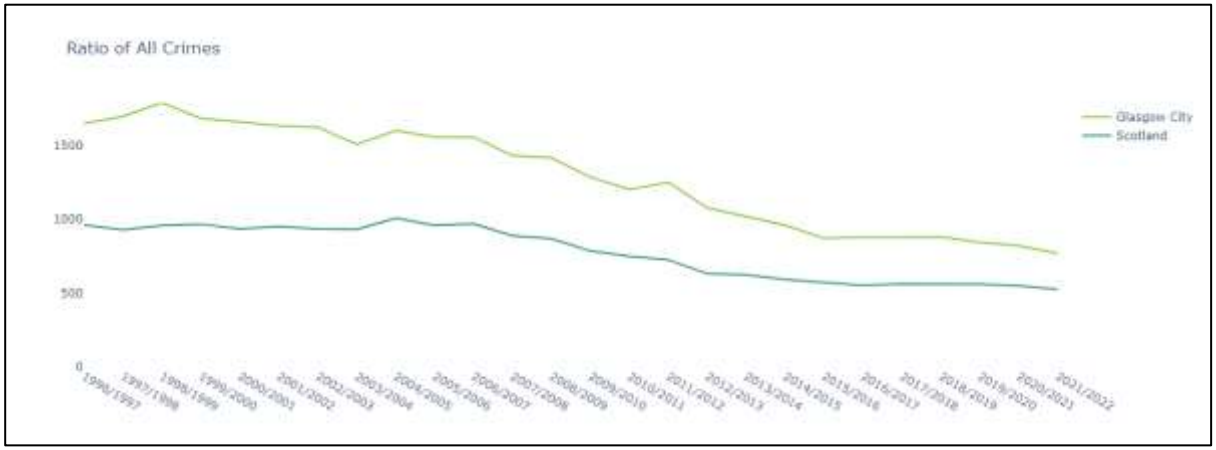
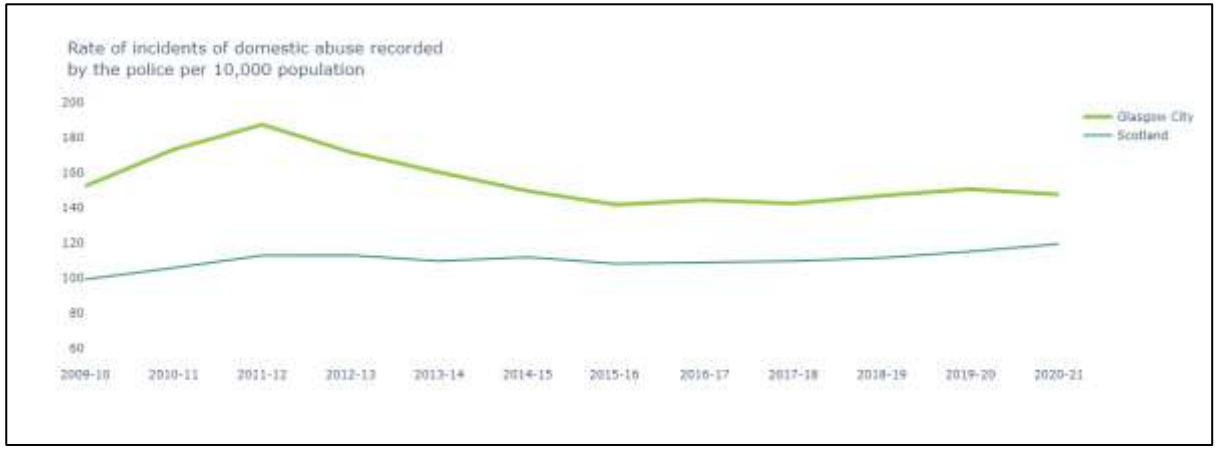


Chart 4



source - https://statistics.gov.scot/home

Glasgow's Population Health

Indicators for public health would demonstrate that health outcomes for Glasgow citizens are less positive than for the Scottish population as a whole. These show a higher level of need in relation to Glasgow's population health, with the indicators below relating to physical health, mental health, drug and alcohol use.

Mental Health

The chart below illustrates the difference in Glasgow and Scotland's crude suicide rate per 100,000 population.

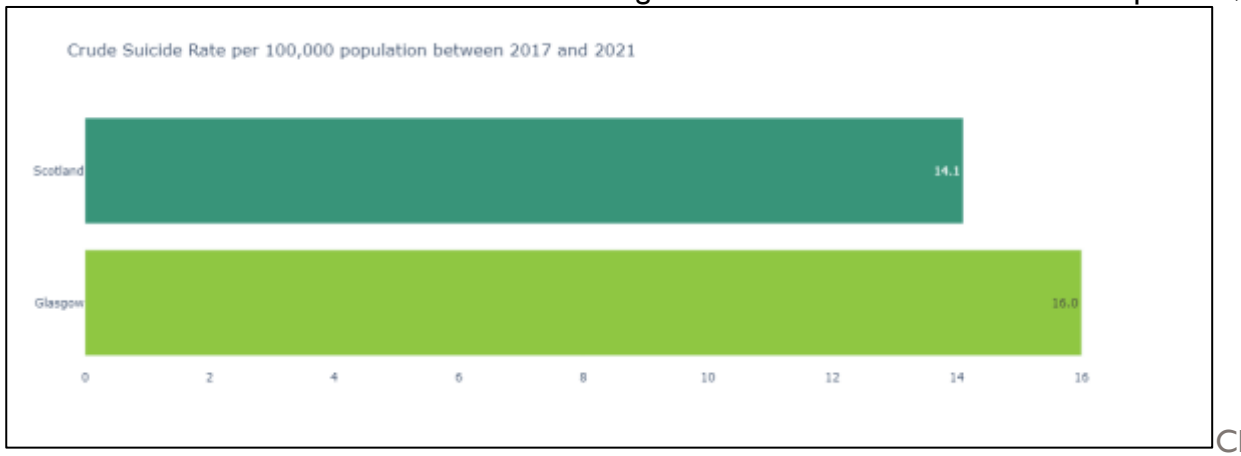


Chart 5

There has been a significant reduction in the number of psychiatric inpatient hospitalisations for Glasgow citizens over recent years. While the difference between the rate of psychiatric admission for Glasgow and Scotland has reduced, the overall rate for Glasgow is still higher than for Scotland as a whole. The Scottish Sentencing Council commissioned a Literature Review on Mental Health and Sentencing outlines the *"prevalence of Mental Disorder and the relationship to offending,"* Reporting that *"Mental disorders are very common among offender populations and are much more prevalent than in the general population."*

The Police Scotland involvement in the Distress Brief Intervention (DBI) pilot also acknowledges the impact of mental ill-health on front line services, such as police and ambulance. The evaluation of this pilot concluded that while it is uncertain that the pilot will reduce demand on front-line services, such as police, but it does provide another referral option, which, coupled with the enhanced compassion skills, may help to ease the emotional task of assisting an individual in distress.

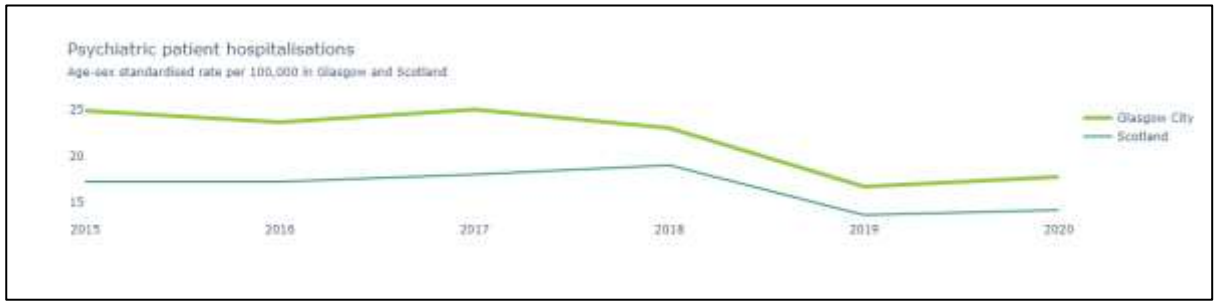


Chart 6

The mental wellbeing score for Glasgow (both male and female) is also substantially lower than for Scotland as a whole.

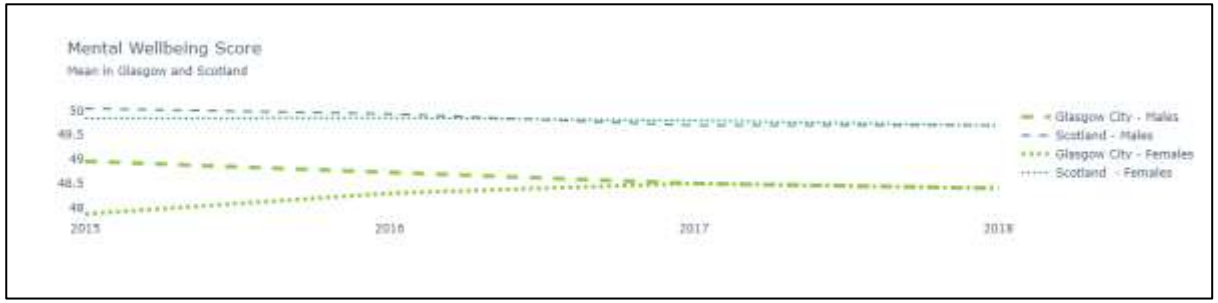


Chart 7

Physical Health

Physical health indicators are also less favourable for Glasgow citizens than for the Scottish population as a whole. The table below shows that life expectancy for both men and women is significantly lower for Glasgow citizens than for Scotland. This gap has also been maintained across the timeframe for this chart, with no improvement

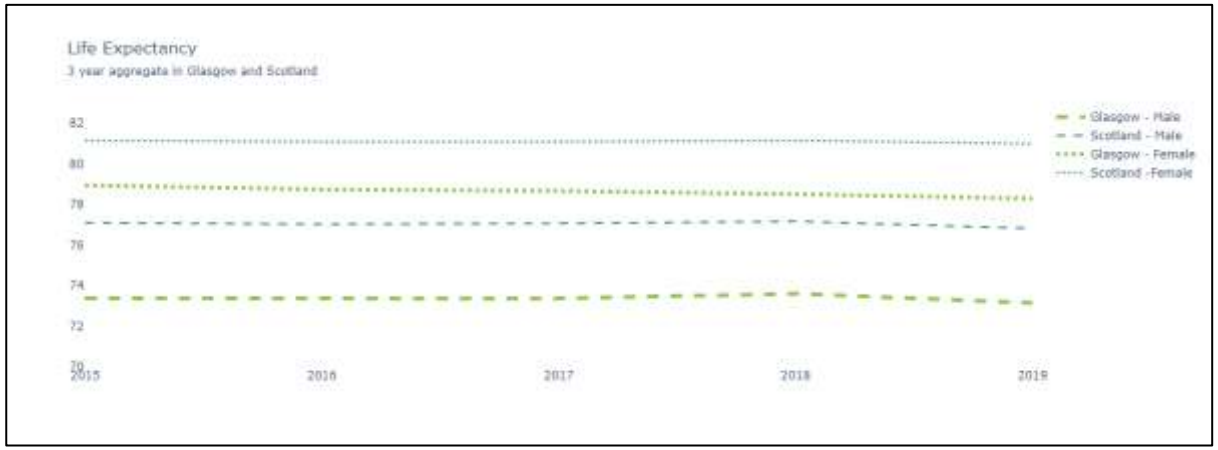


Chart 8

There is a higher rate of hospital admissions for coronary heart disease, chronic obstructive pulmonary disorder and asthma in Glasgow. Glasgow citizens also have significantly more emergency admission and multiple admissions than the Scottish population as a whole.

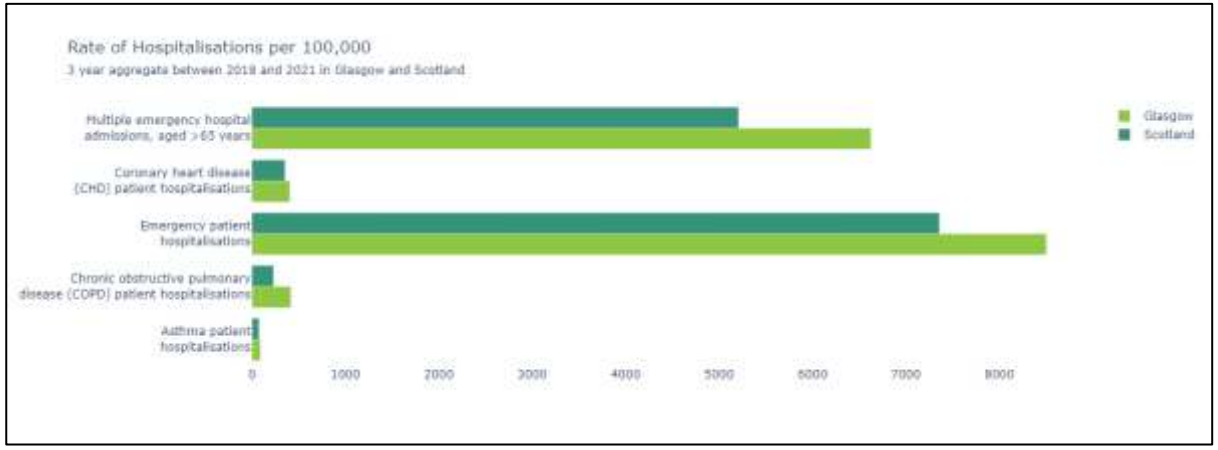


Chart 9

Glasgow also has a higher proportion of its population in receipt of Incapacity Benefit and Severe Disability Allowance.

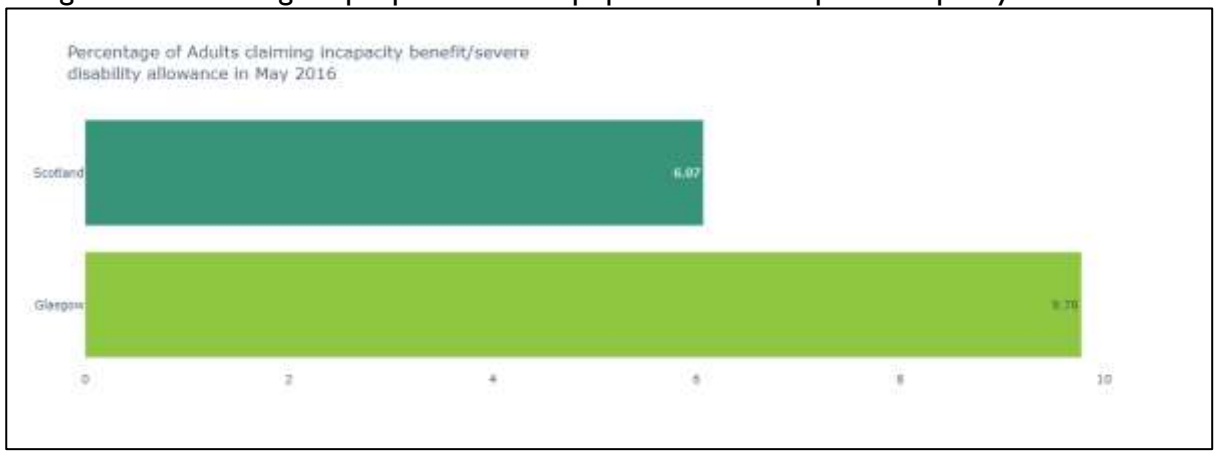


Chart 10

Use and misuse of alcohol and drugs impacts on the needs of the citizens of Glasgow. We have a higher rate of drug related deaths than Scotland, as demonstrated in the graph below.

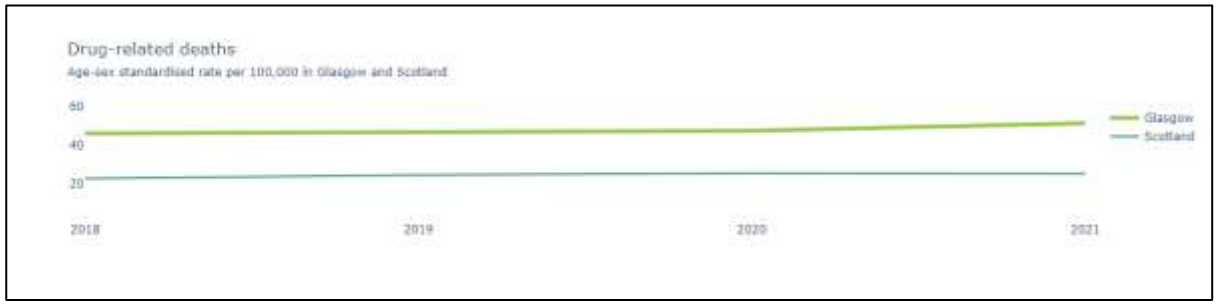


Chart 11

Drug use also has a direct impact on the level of crime in the city, with the graph below illustrating the difference in the drug related crime rate in Glasgow, compared with Scotland.

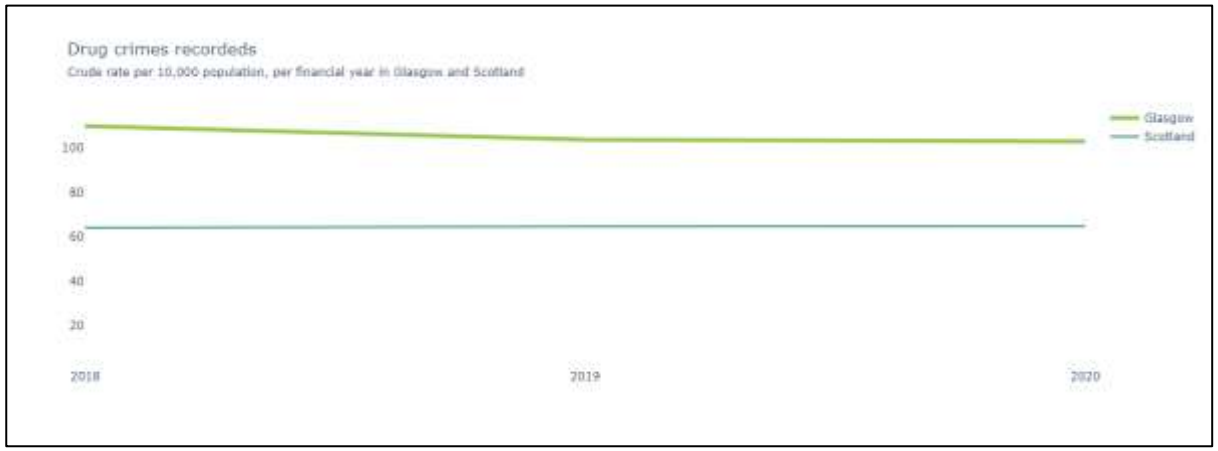


Chart 12

Our **alcohol related hospital admissions** are higher than the rate for Scotland as a whole.

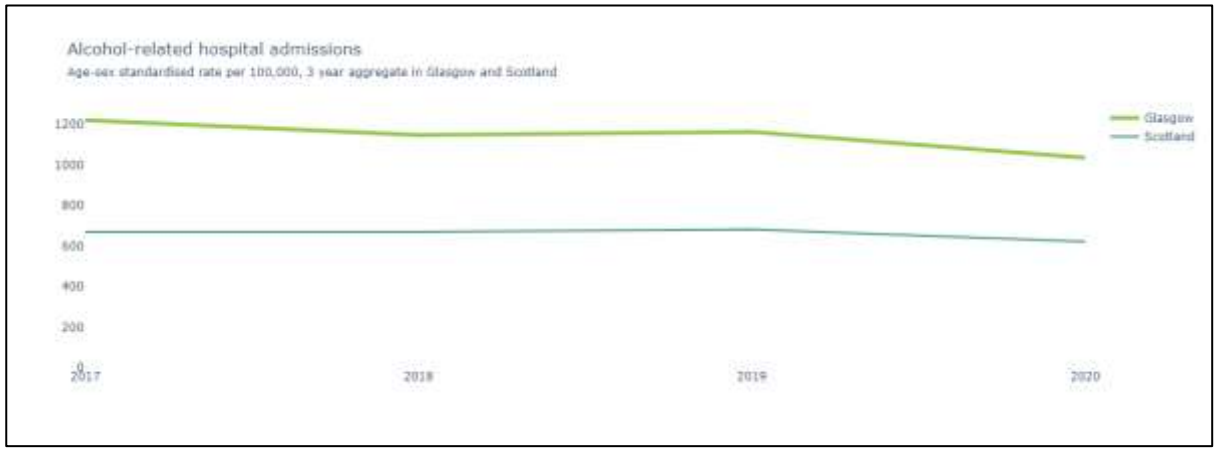


Chart 13

The chart 13, above, includes all ages, while Chart 14, below, shows alcohol related hospital admissions for young people, aged 11 to 25.

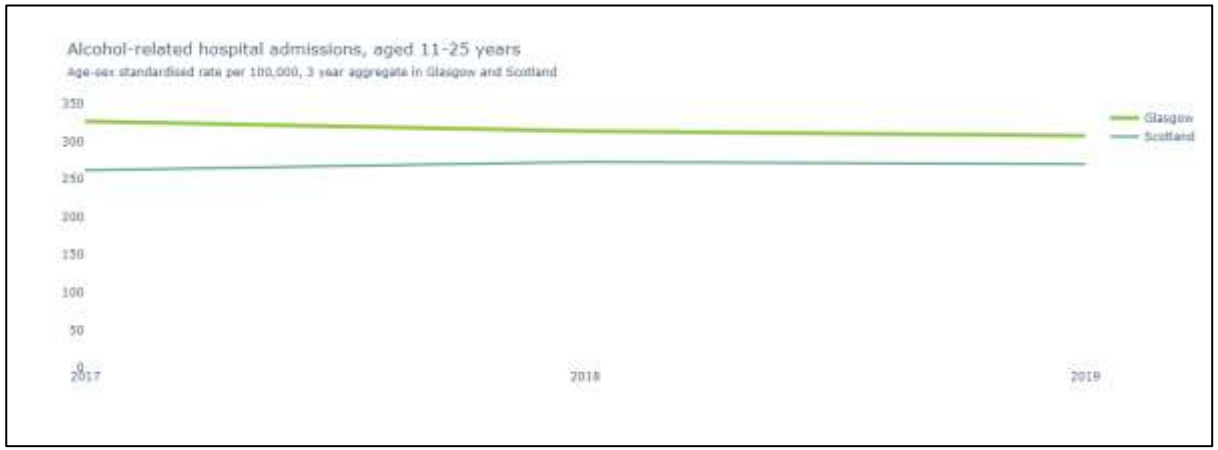


Chart 14

Glasgow also has a slightly lower overall rate of employment than Scotland, and a higher percentage of children living in low-income families. There is also a significantly higher proportion of young people living in the most deprived quintile.

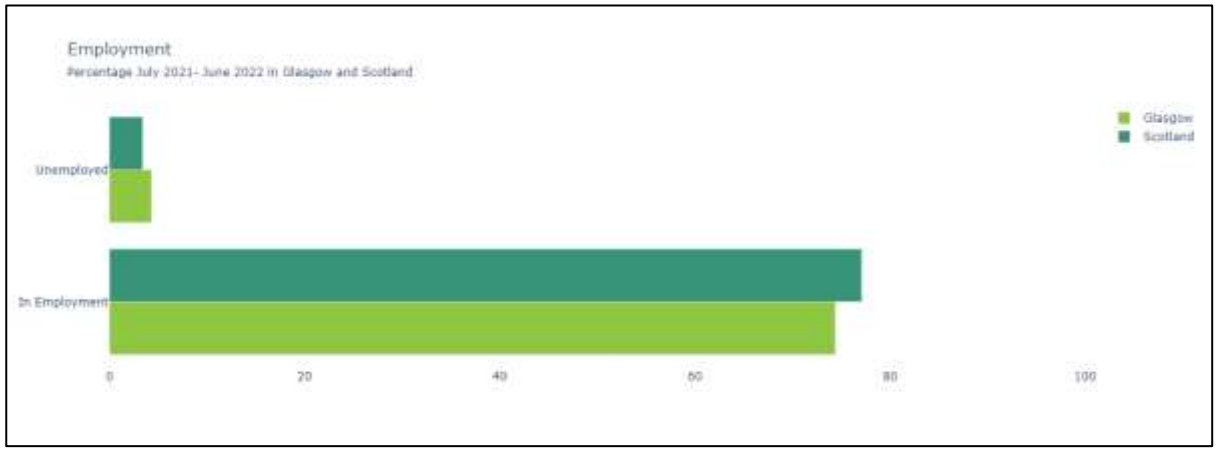


Chart 15

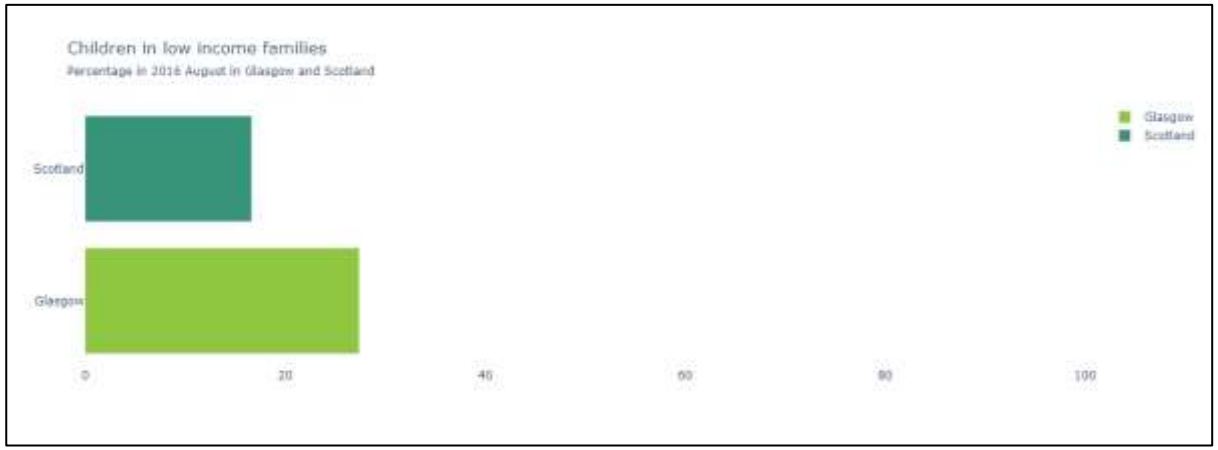


Chart 16

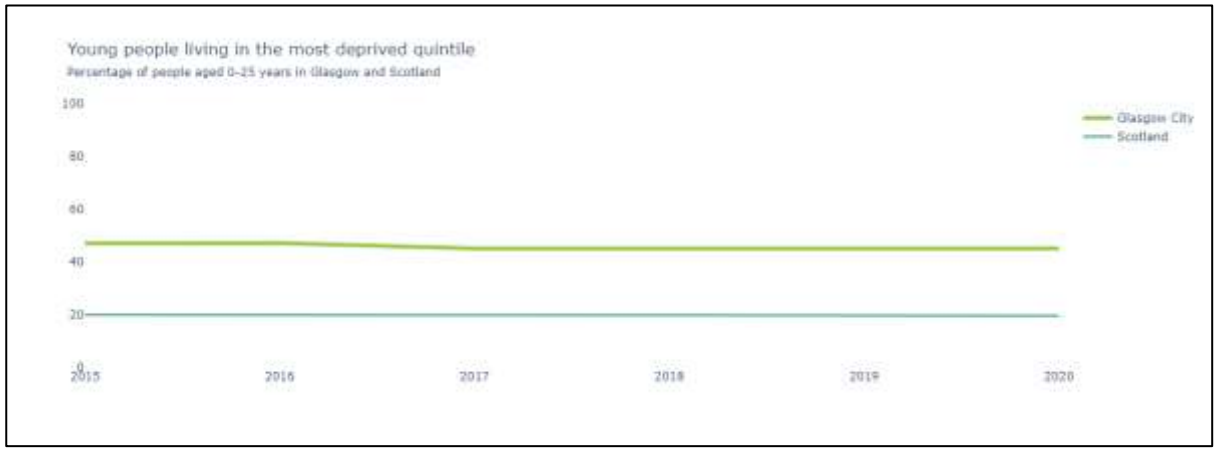


Chart 17

Justice disposals
Community Payback Orders

While Community payback Orders (CPO) declined in number during COVID restrictions, data is available to demonstrate trends since CPOs were introduced. Glasgow has consistently had a higher rate of CPOs per 10,000 population than Scotland as a whole.

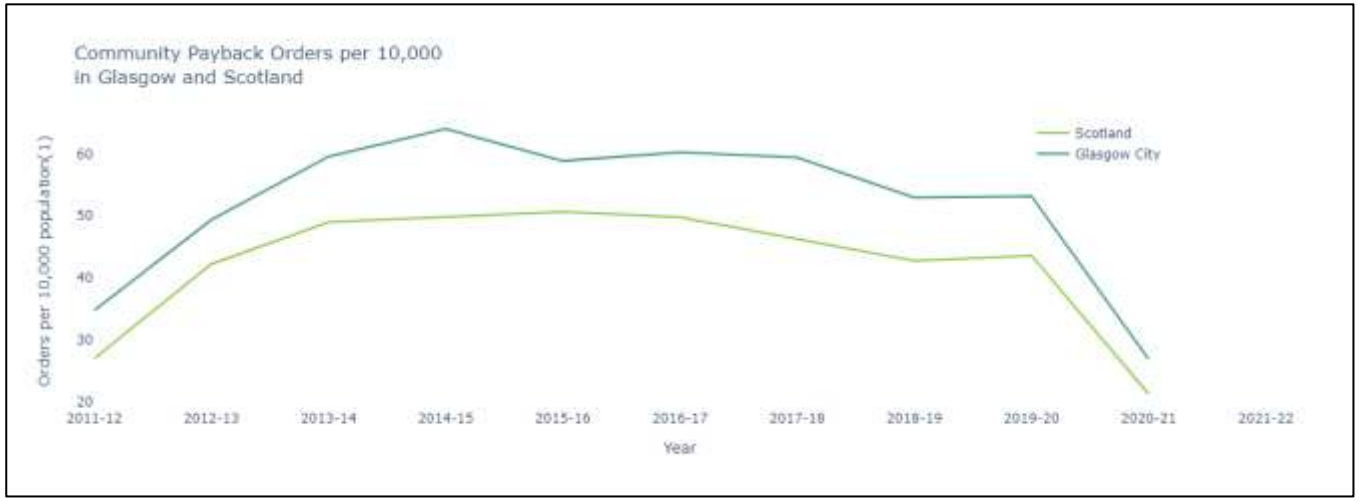


Chart 18

Diversion From Prosecution

It can be seen from the graph below, that the rate of cases diverted in Glasgow have fluctuated over the years. It is anticipated that case will increase following the return to normal working practices following COVID-19 restrictions and our focus on promoting diversion from prosecution in appropriate cases for both adults and young people.

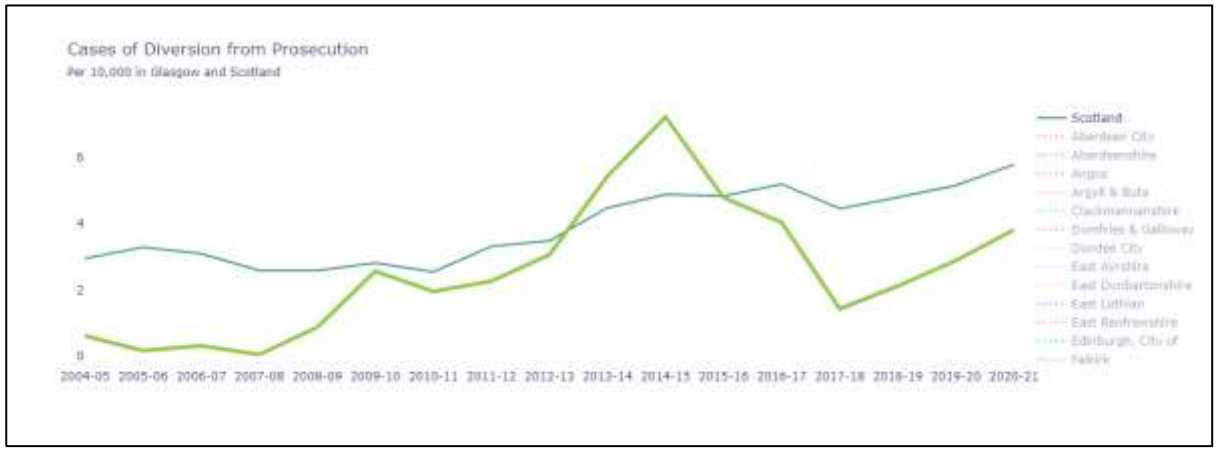


Chart 19

Drug Testing and Treatment Orders

The graph below indicates that Drug Testing and Treatment Orders (DTTOs) have decreased at both a national and local level since COIVD restrictions began. Glasgow has a well-established Drug Court. As recovery from COVID progresses and confidence in this disposal is restored, this figure is expected to increase at least to previous levels.

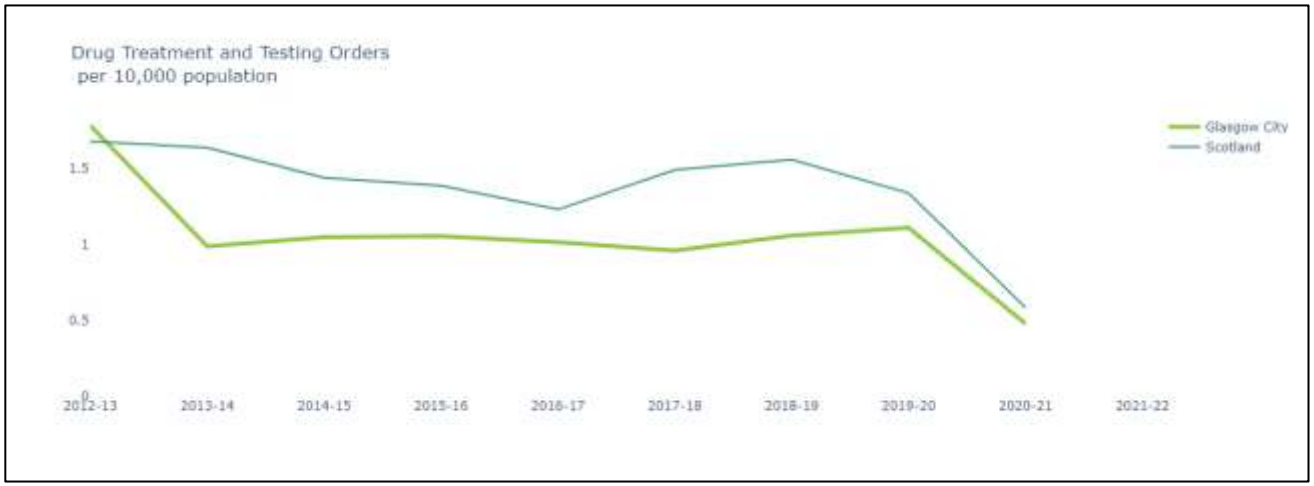


Chart 20

You can find out more information about Glasgow's population and the information that has informed these tables here