



MIDLOTHIAN
COMMUNITY SAFETY
& JUSTICE PARTNERSHIP

Midlothian Community Safety and Justice Partnership

Community Justice Outcome Improvement Plan and Framework

2023-2028

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Foreword

The Midlothian Community Safety and Justice Partnership are delighted to present the five year Community Justice Outcome Improvement Plan (CJOIP). In 2022 the Scottish Government published the 'National Strategy for Community Justice' (2022). The strategy highlights four 'National Aims' and thirteen 'National Indicators' that are essential in improving the community justice landscape across a national and local context. Our new CJOIP is therefore firmly placed to effectively address the expectations of the new national framework.

Midlothian's CJOIP has been developed with our range of statutory and voluntary partners, meaning the actions contained within the new plan are truly collaborative. Our 'Strategic Strength and Needs Assessment' considered national and local data and acts to underpin the new CJOIP through an analytical evidence base, which ultimately shapes our targeted actions. We gave consideration to all elements of Community Justice and believe that we have evidenced how we intend to address the priority actions that contribute to the wider complex Justice System.

Core to our partnership working over the next 5 years will be the themes of prevention and desistance. The new plan intends on leading in innovative approaches to reduce stigmatisation of Justice, ensuring the systems in which we operate are truly trauma informed and people are supported to fulfil their full potential. Further, the plan outlines new and alternative approaches in supporting people affected by crime; through actively involving lived and living experiences; providing a contribution to knowledge and working with our young people.

Public consultation, restorative justice, public protection and accessible services are themes that will require ongoing consideration throughout the life span of this CJOIP. Partnership working and integrated approaches will form the foundations to these approaches, allowing the partnership to ensure people have access to timely, trauma-informed and person centred services across Midlothian.

Nick Clater

Head of Adult Services
Midlothian HSCP
Chair of Midlothian Community Justice Partnership

What is Community Justice?

Community Justice is the prevention of offending and supporting a model of desistance and early intervention. It is the collection of individuals, agencies and services that work together to support, manage and supervise people who have committed offences, from the point of arrest, through prosecution, community disposal or custody and alternatives to these, until they are reintegrated into the community. Local communities and the third sector are a vital part of this process which aims to prevent and reduce further offending and the harm that it causes, to promote desistance, social inclusion, and citizenship.

In line with the Scottish Government's 'Vision for Justice' (Scottish Government, 2022) publication consideration must be carefully given to the alternatives to remand. The partnership support the view that short-term remand has little positive impact on the individuals that have caused harm, or on survivors of crime. Instead short-term remands demonstrate detrimental effects on recidivism and wider networks such as family members effected by imprisonment - a well evidenced adverse childhood experience. Alternative disposals, including diversion from prosecution and Community Payback Orders (CPOs), still appear to be used inconsistently and are often dictated by crime index. A wider analysis of risk, vulnerability and need is required to identify suitability that ensures Justice Social Work (JSW) assessments are considered key in decision making and risk management.

The need to prevent offending in the first instance and reduce further offending is a shared responsibility, as no single organisation possesses the entire range of skills and resources required to improve opportunities for those at risk and support desistance among those with a history of offending utilising a holistic and trauma-informed approach.

Within Midlothian's Community Justice Partnership there are clear, shared aims as outlined in the action plan (CJOIP). We are committed to supporting and developing our community justice workforce to ensure we work in a co-productive, engaged, flexible way to improve the outcomes for everyone living in Midlothian.

Community Justice Improvement Framework 2023-2028

The Community Justice (Scotland) Act 2016 places an obligation on local planning partnerships to produce Community Justice Outcome Improvement Plans to show what will be done to promote social inclusion, reduce (re)offending and support victims of crime. The first Midlothian Community Justice Outcome Improvement Plan 2020-2023 was published in 2020.

A multi-agency Midlothian Community Justice Working Group – consisting of statutory and non-statutory partners - was devised to develop the plan and drive the improvement actions agreed within. The progress of the working group is overseen by the Midlothian Community Safety and Justice Partnership Board.

The statutory partners are required to review the Midlothian Community Justice Outcome Improvement Plan throughout the three year period, and in the following circumstances, to determine when a new plan is required:

- When a revised National Performance Framework for Community Justice is published
- When a revised National Strategy for Community Justice is published
- When a revised (Community Planning Partnership) Local Outcomes Improvement Plan for the local authority area is published.

This framework provides the foundation of the 2023-2028 Midlothian Outcome Improvement Plan, located at the end of the document.

The framework will support the set 4 year Local Outcome Improvement Plan known locally as the Single Midlothian Plan in which set actions will be supported by Community Planning partners to support the objective 'Making Midlothian Safer'.

Joint Strategic Needs and Strengths Assessment (JSNSA)

A strong evidence base is critical in assessing local needs and gaps in services, and the JSNSA 2022 provides the detailed analysis of current service provision and population needs of those in the justice system within Midlothian, an evidence base that underpins the CJOIP 2023-28. To ensure a robust and current JSNSA is influential within current and ongoing planning, the Community Justice Partnership are working in partnership with the Health & Social Care Partnership (HSCP) in the collaboration of a JSNSA which Community Justice will feed into. This ensures consistent consideration is given to need opposed to a static data set. This will support an innovative approach to the CJOIP and where actions are perhaps not referenced within the CJOIP, will be supported via the JSNSA on a rolling basis that will continue to identify potential gaps in service provision. This is a collaborative approach which will support relevant data collection, continue to build on need and encourage qualitative discussion and planning. The JSNSA will support the monitoring and reporting of outcomes by gender and track inequalities and vulnerabilities and use this valuable information to ensure service provision meets the needs of individuals accessing them.

The National Strategy for Community Justice

The Community Justice (Scotland) Act 2016

The Community Justice (Scotland) Act 2016 supported a redesign of the community justice system. The reform saw the disestablishment of regional Community Justice Authorities (CJAs) and responsibilities for reducing offending and reoffending transferred to local Community Planning Partnerships (CPPs). Community Justice Scotland, a national organisation, was established to provide guidance for each local authority area.

The Community Justice (Scotland) Act 2016 places a legal duty on a range of statutory partners to plan and decide on how services are delivered within Midlothian to support prevention and a reduction in the number of people reoffending following a previous conviction. This approach aims to address the underlying causes of offending behaviour and partners working with a range of individuals and organisations that have a role to play in community justice.

Police Scotland	Health Boards
Integrated Joint Boards for Health & Social Care	Local Authorities
Scottish Fire & Rescue Service	Scottish Prison Service
Scottish Courts and Tribunals Service	Skills Development Scotland
Crown Office & Procurator Fiscal Service	Thriving Survivors
Families Outside	Woman's Aid East & Midlothian
VAWG Public Protection Office (East & Midlothian)	

A National Strategy for Community Justice (2022) and National Outcomes, Performance and Improvement Framework (2023) were published by the Scottish Government to outline the new model.

National Outcomes and Indicators for Community Justice

In 2022 Scottish Government published the '[National Strategy for Community Justice](#)' (2022). The strategy highlights four 'National Aims' and thirteen 'National Indicators' that are essential in improving the community justice landscape across a national and local context.

National Aim 1: Optimise the use of diversion and intervention at the earliest opportunity

- Priority Actions:
 1. Enhance intervention at the earliest opportunity by ensuring greater consistency, confidence in and awareness of services which support the use of direct measures and diversion from prosecution.
 2. 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

National Aim 2: Ensure that robust and high quality community interventions and public protection arrangements are consistently available across Scotland.

- Priority Actions:
 3. Support the use of robust alternatives to remand by ensuring high quality bail services are consistently available and delivered effectively.
 4. Strengthen options for safe and supported management in the community by increasing and widening the use of electronic monitoring technologies.

5. Ensure that those given community sentences are supervised and supported appropriately to protect the public, promote desistance from offending and enable rehabilitation by delivering high quality, consistently available, trauma-informed services and programmes.
6. Ensure restorative justice is available across Scotland to all those who wish to access it by promoting and supporting the appropriate and safe provision of available services.

National Aim 3: Ensure that services are accessible and available to address the needs of individuals accused or convicted of an offence.

- Priority Actions:
 7. Enhance individuals' access to health and social care and continuity of care following release from prison by improving the sharing of information and partnership-working between relevant partners.
 8. Ensure that the housing needs of individuals in prison are addressed consistently and at an early stage by fully implementing and embedding the Sustainable Housing on Release for Everyone (SHORE) standards across all local authority areas.
 9. Enhance individual's life skills and readiness for employment by ensuring increased access to employability support through effective education, learning, training, career services and relevant benefit services.
 10. Enhance community integration and support by increasing and promoting greater use of voluntary through care and third sector services.

National Aim 4: Strengthen the leadership, engagement, and partnership working of local and national community justice partners.

- Priority Actions:
 11. Deliver improved community justice outcomes by ensuring that effective leadership and governance arrangements are in place and working well, collaborating with partners and planning strategically.
 12. Enhance partnership planning and implementation by ensuring the voices of victims of crime, survivors, those with lived experience and their families are effectively incorporated and embedded.
 13. Support integration and reduce stigma by ensuring the community and workforce have an improved understanding of and confidence in community justice.

The Community Justice national strategy is complimented by Scottish Government's Vision for Justice' (2022) strategy that highlights two key transformational priorities: *1. Ensuring justice services embed person centred and trauma informed practices. 2. Working across public services to improve outcomes for individuals, focussing on prevention and early intervention.* These areas in collaboration with local community consultation and engagement should be instrumental to the delivery and design of community justice provision.

The National Strategy highlights a strong evidence base that identifies the underlying causes of offending behaviour and those factors that can be a positive effect on attitudes and prevalence of future offending known as criminogenic needs. The complex needs that services support that have been identified are shown below:

- | | |
|-----------------------------|--|
| • Health | • Employment |
| • Education and Training | • Substance use |
| • Suitable & stable Housing | • Financial Difficulties |
| • Mental Health | • Stigmatisation and community understanding |
| • Relationships | |

The Midlothian CJOIP sets out the improvement actions identified as being necessary to support achievement of the national common outcomes:

Partnership working is crucial to improving community justice outcomes and community planning partnerships have an important role to play in facilitating this. In addition to the statutory partners, this requires the input of a diverse range of individuals and organisations covering a wide-range of interests, including housing, employability, and health and wellbeing.

The third sector plays an essential role in improving community justice outcomes. They are a source of innovation, responsiveness and flexibility, and can provide a meaningful connection to otherwise hard-to-reach service users and communities. The most effective way to improve outcomes for people and communities is by joined up working with the Third Sector at the planning stage.

Community is at the heart of the new model. Whether challenging stigma, employing people with convictions, or participating in community justice planning - improving community justice outcomes will require the involvement and support of local people and businesses. It is vital that this includes victims of crime.

Governance and Partners

The Midlothian Community Safety & Justice Partnership Board was established to coordinate and oversee community justice transition in Midlothian. The Board has responsibility for the implementation of the improvement actions contained within this plan and content of the national strategy. Members will report annually on the indicators contained within the national Outcomes, Performance and Improvement Framework.

The Midlothian Community Safety and Justice Partnership is one of five strategic groups within the Community Planning Partnership, and is made up of the following statutory partners:

Police Scotland

Midlothian Council (Communities and Lifelong Learning, Housing, Education, Children and Families, and Justice Social Work).

Scottish Fire and Rescue Service

NHS Lothian

Integrated Joint Board for Health and Social Care

Skills Development Scotland

Scottish Prison Service

East Lothian and Midlothian Public Protection Committee

In addition to a number of non-standard partners agreed by the partnership:

Victim Support Midlothian

Midlothian and East Lothian Drugs and Alcohol Partnership (MELDAP)

Women's Aid East & Midlothian

Change Grow Live

Health in Mind

Thriving Survivors

Families Outside

What We Achieved 2020-2023

Throughout the three year reporting period (2020-2023) there has seen a focus on a number of core areas including welcoming new key partners to both our Board and working group. Key achievements within the 2020-2023 CJOIP are as follows:

- Scottish Social Services Council Award winner for 'Excellence in Justice Services'
- Published 'The voices of those who have harmed' (2022) – A ground-breaking consultation exploring motivational factors of engaging in Restorative Justice for individuals that are in custody for a sexual offence(s)
- Service development, delivery and intervention provision for Restorative Justice in generic cases (non-sexual)
- Partnership working in the development, design and delivery provision for Restorative Justice in cases of sexual harm utilising a multi-modal and agency approach
- Community Justice project with Edinburgh College Media students in developing community awareness films on pertinent subjects including VAWG, Community Payback Orders; Restorative Justice
- Completed a range of community engagement and consultation events
- Provided specialist training to professionals, community members, parents/carers and young people on a range of subjects within community justice.
- Keynoted at both national and international events
- Development of the 'Justice Update Report' providing partners and wider agencies a summary of relevant reports, legislation and research within the field of Justice
- Published Community Justice E-Learning module for all Midlothian staff
- Redesigned and developed in partnership with lived experience evaluation and monitoring systems for clients within Justice Services
- Increased third sector board and working group membership
- Launch of ALISS, a database of services for Midlothian to raise awareness and understanding of the range of community-based services that are available
- The implementation of 'Housing First'
- The growth of Spring Women's service to 1.5 days per week
- Developed and delivered 'Stride' service for men subject to Community Payback Orders in Midlothian
- Actively supported 16 days of activism campaign and event to VAWG Delivery Group (East Lothian and Midlothian Public Protection Committee Sub-group)
- Provision and introduction of Structured Deferred Sentences (SDS)
- Provision and introduction of Bail Supervision
- Supporting the provision of Electronic Monitoring Bail
- The ongoing development of the No11 Allocations multi-agency partnership

Restorative Justice

In line with the Scottish Governments 'Vision for Justice in Scotland' (2022) a victim-centred approach has also been utilised in the consideration and planning of a restorative justice (RJ) delivery within Midlothian. Findings from the 'National Consultation – Survivors voices' (Scotland et al, 2021) have been central to our development specifically in the consideration of survivor's voices within this process that highlights the importance of choice and survivor empowerment. In line with the Scottish Government's Vision for Justice

and the Community Justice Scotland's National Strategy, Midlothian Community Justice Partnership (MCJ) have been active in promoting a justice system that meets the needs of those that cause harm and survivors. Whilst Midlothian was selected as part of the Sheriffdom pilot area for generic RJ, we took the initiative to exceed statutory expectations and ensure suitable and innovative services are available specifically to meet the needs of survivors/victims of crime. Midlothian identified the need for collaborative working with third sector organisation, Thriving Survivors in supporting the development of the national hub for RJ in cases of sexual harm. Our partnership has actively promoted a survivor led justice system in line with national guidance and has facilitated innovative research in determining motivation and suitability of those who have caused harm to participate in the restorative process. Foundational developments have been placed within the past 12 months and service provision will remain a key component to the 2023-2028 CJOIP.

Participation Statement

We want our plans to reflect the views of people most affected by community justice. One of the main challenges of the Community Justice Model is how to genuinely include the general public/communities in the community justice agenda and it is something that will continue to be an issue in the coming years. It has also been a challenge to involve agencies who might not have previously seen themselves as having a role in reducing reoffending and a continuing challenge in the coming five years will be to encourage partners to see the relevance of their own service to the reducing reoffending agenda. Partnership working with Education is also crucial in relation to the prevention and the early intervention agenda.

We recognise the importance of a collaborative communication and engagement strategy that highlights the collective statutory responsibility the partnership holds. Therefore the purpose of this strategy is to outline Midlothian Community Justice Partnership's (MCJP) approach to communications and engagement on reducing offending and re-offending and achieving the best outcomes for individuals, families and communities.

Who was involved in the shaping of our plan?

This participation statement sets out who we have spoken to in the course of the last year, and what methods we have used to gain their views

Stakeholder	Activities
Statutory Partners	<p>The Midlothian Community Safety and Justice Partnership Board has representation from all of the Community Justice statutory partners and a number of Third Sector organisations and meets on a quarterly basis.</p> <p>The remit of the Midlothian Community Justice Working Group includes the development of the CJOIP and reporting of progress to the Board towards achieving the Common Outcomes.</p> <p>The Working Group meets every 6 weeks with a focus on partner updates, accountability of actions, and development of the CJOIP.</p> <p>David Russell (CSJP Manager) sits on the following boards and working groups thus promoting integrated partnership working and raising the profile of Community Justice:</p> <ul style="list-style-type: none"> - Midlothian Community Safety & Justice Board - Midlothian Community Safety & Justice Working Group (Chair) - Community Justice Scotland Network (Chair) - The National Hub for Restorative Justice in cases of sexual harm advisory panel (Chair) - VAWG Delivery Group (East Lothian and Midlothian Public Protection Committee Sub-group) - NOTA Scotland (supporting professionals in the prevention of sexual abuse and violence) - Midlothian Youth Justice Management 12+ working group - Midlothian Local alcohol partnership board - Midlothian Community Planning working group - Scottish Restorative Justice practitioner's network - National Restorative Justice Research network

	<ul style="list-style-type: none"> - Trainer for Public Protection Learning and development team East & Midlothian - National trainer for Restorative Justice Sexual Harm Hub - NOTA Scotland Board – Executive Member – National organisation in supporting professionals to prevent sexual abuse (Voluntary position) <p>The Community Planning Development Day took place in November 2022, the purpose being for all statutory and non-statutory partners, members of the public and young people to set Midlothian’s priorities for the next year. The CSJP is one of the five thematic groups that feed into the Community Planning Partnership. David Russell (CSJP Manager) and Julie Jessup (Interim Service Manager, Justice and Protection Services) hosted the Workshop ‘Making Midlothian Safer’ capturing participant’s responses to support the development of the 2023-28 CJOIP.</p>
Reporting	<p>Regular reports have been provided to the Midlothian Community Safety and Justice Partnership Board and the Midlothian Community Justice Working Group. A Progress Record template was approved in 2019 to allow the partners to record and update the other partners on activity, improvements, partnership working and data. This promotes accountability, information sharing, awareness raising and will facilitate future self-evaluation.</p> <p>We also report performance biannually in the Single Midlothian Plan which incorporates actions from the CJSP CJOIP.</p> <p>Community Justice Scotland Annual Return Activity Report (annual report) is published and available to view on the Council website for community consideration.</p>
Third Sector	<p>There is a strong third sector involvement within the MCSJP with Midlothian Voluntary Action, Health in Mind, Victim Support Scotland, Thriving Survivors, Women’s Aid East and Midlothian, Change Grow Live and Families Outside all having places on the Board and/or Working Group. Third Sector continues to be at the heart of the partnership and membership is frequently reviewed to assess and consider new Third Sector partnership members.</p>
Public Engagement	<p>In May 2021 we developed and distributed a community justice survey to individuals who live and work in Midlothian. The survey was available in an online format through Survey Monkey only due to COVID-19 restrictions and guidelines. Posters were designed and accompanied by QR codes to direct people to the web address to complete the survey online. Consultation also took place among Midlothian based individuals held in prison custody at HMP Edinburgh.</p> <p>SOLD lived experience focus group The team attended the lived experience focus group with the SOLD network to initiate discussion on what the group felt required more focus within the Justice System for individuals with a learning disability. The group provided significant insight into this area and support CJOIP development.</p> <p>Edinburgh College Event We hosted a large event with over 80 people in attendance ranging from: SPS; Police; CYCJ; Women’s Aid; community members; college students; SACRO; Fire & Rescue; CJS; Local Authorities. The event provided keynote presentations from Thriving Survivor’s on RJ and Women’s Aid East & Midlothian on VAWG with a special showcase of short films produced by Edinburgh college media student’s partnership project with Midlothian Community Justice team. The event ended with a public engagement session which has supported the development of the new CJOIP.</p> <p>Restorative Justice & Sexual Harm: the voices of those who have harmed</p>

	<p>A ground breaking research study consulting with 44 adult males convicted of a sexual offence(s) to provide a contribution of knowledge in motivational factors within a restorative process. This work has supported the development of RJ actions set within the new CJOIP.</p> <p>Spring Consultation Event The Spring women’s service held a consultation event to ask clients accessing the service their views on areas to improve service delivery and areas they would like to see considered within wider Community Justice planning.</p> <p>Community Planning Citizens Panel The Winter Citizen’s Panel is co-ordinated by the Community Planning Partnership. As a thematic partner, consideration was given to the format of the questions around Community Justice and what people felt would make them feel safer in Midlothian.</p> <p>Lived Experience Recruitment Panel Justice Services were supported in the recruitment of JSW by a lived experience recruitment panel in which clients had the opportunity to interview candidates for statutory posts within Justice Services.</p>
Victims and Witnesses	<p>The 2020-21 Annual Report concluded with the action to ensure the partnership enhanced survivor/victim accessibility to the justice system within a local context. It was noted that there was a fundamental need to enhance survivor experience within the justice system and ensure service delivery was both survivor focused and trauma-informed. In achieving this action the partnership have increased local and national engagement with third sector organisations in particular those that support survivors and that actively work to reduce recidivism with individuals that have caused harm such as Thriving Survivors and Community Justice Scotland. The partnership continue to develop relationships and holistic approaches with the East Lothian and Midlothian Public Protection Office (EMPPO). This has been particularly prevalent with the partnerships focus on the prevention of violence against woman and girls (VAWGs). The partnership have included a standalone agenda item at each working group and board that solely focuses on ‘Priority 4 – “Men desist from all forms of Violence against Women and Girls and perpetrators of such violence receive a robust and effective response” and promotion of active campaigns within this field. Woman’s Aid, VAWG co-ordinator and the PPO Manager are active partners within both the working group and board and the partnership continues to advocate in this area. A victim-centred approach has also been utilised in the consideration and planning of a restorative justice (RJ) delivery within Midlothian.</p>
Service Users	<p>The views of people on Community Payback Orders are gathered on a routine basis on completion of the Order. Exit questionnaires are now disseminated both pre and post intervention to ensure we capture clients views and experiences of CPOs in Midlothian.</p> <p>A proportion of Midlothian residents in custody at HMP Edinburgh were consulted on ‘The voices of those who have harmed’ consultation.</p> <p>The Women’s Service ‘Spring’ undertakes an annual consultation with the women service users in order to understand how best to deliver on partnership working.</p> <p>Focus groups have been held with service users in the justice system in relation to proposed partnership activities such as the Justice information booklet, Restorative Justice and CJOIP planning.</p>

	<p>Our Justice funded peer support co-ordinator is undertaking some work with individuals within the Justice system around the planning for the service delivery of unpaid work.</p> <p>Community Payback Unpaid Work clients were consulted via a bespoke workshop for the re-write of the Community Justice Outcomes and Improvement Plan. This provided a range of views from individuals living within the systems in which we manage and ensured their voices were heard in the design and development of future planning within Justice Services.</p>
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Looking Forward

Participation, engagement and consultation for the development of the Community Justice plan will be ongoing. We will ensure that there is continued liaison and communication between statutory partners; non-statutory partners; third sector organisations; people in communities; survivors and witnesses of crime; people that have an offending history and families of people with an offending history to gather their views on how we can reduce offending and re-offending so that these can be reflected in our Community Justice Outcomes Improvement Plan for forthcoming years. The initial horizon scanning process identified themes that arguably will be prevalent within the national landscape which include factors of uncertainty such as the needs of people alongside availability of resources. These are themes that will require consideration throughout the life span of this CJOIP.

Midlothian Community Justice Delivery Framework

Evidenced via 2022-23 Joint Strategic Needs and Strengths Assessment (SNSA) (Midlothian) which will be operating in partnership with the Health & Social Care Partnership, public consultation and the National Strategy for Community Justice the partnership have generated the following actions for the ambitious 2023-28 CJOIP.

All partners have responsibility in supporting the success of the following actions. Some of the below will have a lead professional attached to the action who will lead the partnership in achieving the best possible outcome for their allocated action

National Aim 1: Optimise the use of diversion and intervention at the earliest opportunity

- Priority Actions:
 1. Enhance intervention at the earliest opportunity by ensuring greater consistency, confidence in and awareness of services which support the use of direct measures and diversion from prosecution.
 2. 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.

KPI No	Performance Indicator	Action No.	Improvement Action	Target
1	Diversion from Prosecution is maximised in Midlothian	1a	Raise awareness to the use of diversion and neuro-divergence among professionals through bespoke training inputs	Four training inputs over the lifespan of the plan.
		1b	Deliver input at the SOLD Network conference on the use of diversion	Input delivered at SOLD network
2	Promote and support individuals in the justice system to access timely and person-centred support services for mental health and substance use.	2a	Partnership to form a booklet directory to be shared within Midlothian Police custody units to signpost to support services in Midlothian.	Booklets created and shared with Police Scotland custody units by 2024
		2b	Undertake Substance use mapping exercise within Midlothian to identify current provision and service gaps/needs.	Mapping exercise complete
		2c	Scope potential for a custody project between custodial suites and the Community Justice Partnership.	Conducting interviews with police staff to gain perspectives on the current process in custodial suites and identify potential gaps in meeting the needs of individuals with mental health and substance use issues.

KPI No	Performance Indicator	Action No.	Improvement Action	Target
3	Promote partnership working between adult justice services and children & families services to support young people impacted by the justice system	3a	Conduct research to support a transition pathway for young people moving from children services to adult justice services.	Publication of transition review research incorporating the voice of children and young people to shape future service development.
		3b	Children & families to complete the NSPCC harmful sexual behaviour audit which will change the way we respond to Harmful Sexual Behaviour.	To progress an improvement plan arising from the NSPCC Harmful Sexual Behaviour Audit completed in early 2023 in Midlothian.
4	Health In Mind to work in partnership with Project180 to raise awareness in schools of substance use and justice issues and the impact on life outcomes.	4a	Lived experience volunteers to deliver talks with children in local schools	4x talks facilitated per year delivered at Midlothian schools. Review to be carried out in 24 months with full evaluation.

National Aim 2: Ensure that robust and high quality community interventions and public protection arrangements are consistently available across Scotland.

- Priority Actions:
 3. Support the use of robust alternatives to remand by ensuring high quality bail services are consistently available and delivered effectively.
 4. Strengthen options for safe and supported management in the community by increasing and widening the use of electronic monitoring technologies.
 5. Ensure that those given community sentences are supervised and supported appropriately to protect the public, promote desistance from offending and enable rehabilitation by delivering high quality, consistently available, trauma-informed services and programmes.
 6. Ensure restorative justice is available across Scotland to all those who wish to access it by promoting and supporting the appropriate and safe provision of available services.

KPI No	Performance Indicator	Action No.	Improvement Action	Target
5	Restorative Justice service provision to be developed for all cases of harm (including sexual) which includes the voices of survivors and people responsible for harm.	5a	In partnership with Thriving Survivors establish a service provision plan that includes the design, development and facilitation of risk assessments for the person harmed and the person who has caused the harm.	Trauma informed and evidence based risk assessments and interventions created.
		5b	Co-facilitation of a restorative group café programme in Midlothian.	Restorative café initiated and co-facilitated.

6	Service pathway for Equally Safe Priority 4 'Men desist from all forms of violence against women and girls', is set out and perpetrators receive a robust and effective response.	6a	Develop a service map of desistance, prevention, early intervention and response to people responsible for harm. This will be a life-stage and gendered approach which identifies gaps in service for existing services and training required.	Service Mapping to be achieved by 2024
		6b	Agree service improvement actions and delivery plan for Equally Safe Priority 4	Service Improvement actions and delivery plan achieved
		6c	Set out the Pathway document highlighting the development of desistance prevention and early intervention to support men to desist from violence against women and girls.	Pathway document achieved and completed
7	Promote alternatives to short term custodial sentences.	7a	Provide clear guidance for professionals working within No11 on referral pathways to Change Grow Live (CGL) through-care support.	Increase the number of individuals using voluntary through-care support through CGL
		7b	Review and quality assure the delivery and effectiveness of bail services and alternative to custodial sentences (including supervised bail and electronic monitoring) in Midlothian.	Publication of review and quality assurance of bail provision in Midlothian.
8	Ensure buildings are trauma informed and meet the needs of those accessing a range of supports within, and that their voice shapes joint service delivery.	8a	Conduct annual survey with people accessing support services at No11 to measure collaborative working.	Annual survey carried out and report circulated to CJ working group/board and all professionals supporting clients within No11.
9	Promote prevention strategies within professional networks in managing and supporting disclosures of 'People who have disclosed having sexual thoughts or feelings towards children but have not instigated harm or committed an offence'.	9a	Liaise with external partners and General Practitioners in scoping effective disclosure response.	Paper of findings circulated to CJ Working Group & Board Production of a briefing paper 'managing disclosures' and considerations for intervention.

10	Promote and support organisations and develop bespoke interventions for individuals involved in technology assisted offending or harmful behaviour	10a	Raise awareness and promote existing resources developed and provided by StopItNow! and other organisations in relation to online harm and crime.	Host a week of social media awareness of technology assisted harm per year.
		10b	Provide training provision for staff and communities on technology assisted crime and/or harm.	Provide briefing event during the week of social media awareness per year provision for staff and communities on technology assisted crime and/or harm.
11	Increase the number of people successfully completing Community Payback Orders (CPO)	11a	Establish partnership working with peer support to increase early engagement with younger people undertaking a CPO.	Partnership between peer support and unpaid work team established.
		11b	Allocate dedicated time to training, upskilling and developing clients undertaking CPOs including links to education establishments.	Four weeks per year to undertake training opportunities.

National Aim 3: Ensure that services are accessible and available to address the needs of individuals accused or convicted of an offence.

- Priority Actions:
 7. Enhance individuals' access to health and social care and continuity of care following release from prison by improving the sharing of information and partnership-working between relevant partners.
 8. Ensure that the housing needs of individuals in prison are addressed consistently and at an early stage by fully implementing and embedding the Sustainable Housing on Release for Everyone (SHORE) standards across all local authority areas.
 9. Enhance individual's life skills and readiness for employment by ensuring increased access to employability support through effective education, learning, training, career services and relevant benefit services.
 10. Enhance community integration and support by increasing and promoting greater use of voluntary through care and third sector services.

KPI No.	Performance Indicator	Action No.	Improvement Action	Target
12	Improved outcomes for individuals involved in the justice system that have a suspected or diagnosed learning disability	12a	Deliver awareness inputs to professionals to enhance the understanding of the complexities of Autistic Spectrum Disorders within a population displaying harmful sexual behaviour or that is convicted of a sexual offence.	Two inputs delivered to professionals per year.
13	Maximise opportunities for individuals involved in the Justice System to support Third Sector services in Midlothian.	13a	Support the delivery of 'making your volunteering count' group sessions with individuals on Community Payback Orders	4x groups to be held between 2024-28

KPI No.	Performance Indicator	Action No.	Improvement Action	Target
14	Support the housing, health and social care needs of individuals released from prison at an early stage	14a	Development of improvement outcomes for individuals released from HMP discussed at the No 11 allocations meeting.	Decrease the number of people leaving prison who present as homeless
		14b	Carry out a desistance review of individuals referred to No. 11 allocation meeting to identify gaps/weaknesses in support.	Analysis completed and circulated to Community Justice Working Group & Board
		14c	Promote effective communication between partners to ensure that individuals have access to the relevant support and assistance on leaving custody and can maintain stable accommodation. Engage with public health partners to identify health inequalities for individuals involved in the justice system and explore multi-agency solutions.	Annual evaluation of No11 allocations meetings that includes the voice of clients that are or have received support via this group
15	Consult and engage with local communities on Community Justice priorities, educating communities on the Community Justice landscape in Midlothian.	15a	Carry out a bi-annual community justice public consultation	Increase from 2021 consultation in which 110 participants completed the survey.
		15b	Health in Mind to liaise and circulate positive experiences of clients and communities linked to unpaid work.	Bi-monthly meeting established between unpaid work staff and clients and community justice team to capture the experiences of clients

National Aim 4: Strengthen the leadership, engagement, and partnership working of local and national community justice partners.

- Priority Actions:
 11. Deliver improved community justice outcomes by ensuring that effective leadership and governance arrangements are in place and working well, collaborating with partners and planning strategically.
 12. Enhance partnership planning and implementation by ensuring the voices of victims of crime, survivors, those with lived experience and their families are effectively incorporated and embedded.
 13. Support integration and reduce stigma by ensuring the community and workforce have an improved understanding of and confidence in community justice.

KPI No.	Performance Indicator	Action No.	Improvement Action	Target
17	Engage with further and higher education establishments on a range	17a	Complete Community Justice awareness raising project with Edinburgh College Midlothian Campus on developing awareness raising products with the media team.	Co-deliver one project per year with Edinburgh College students.

KPI No.	Performance Indicator	Action No.	Improvement Action	Target
	of projects that promote the work of community justice.	17b	Increase workstreams with universities to provide a contribution to knowledge on current themes relevant within the field of justice and social policy	Partnership research project with university of Birmingham focusing on involuntary celibates (Incel) and the links to vulnerability, violence and misogyny.
		17c	Facilitate lectures to Napier University Undergraduate Criminology students to raise awareness of Community Justice	Two lectures per year with Napier University students.
18	Increase training and awareness delivery within Midlothian covering a range of topics based on need	18a	To Provide bi-annual training inputs on harmful and problematic sexual behaviour as part of the East Lothian and Midlothian Public Protection Committee training offering	Two inputs delivered per year
		18b	Facilitate a variety of training events over the 5 year reporting period in partnership with internal and external organisations.	10 development sessions will be facilitated over the 5 year plan for justice social work teams.
19	Produce and circulate bi-monthly justice update report to highlight current trends within the justice landscape in Scotland	19a	Continue to produce a bi-monthly justice update report summary to key partners to inform them of any national developments within justice.	Bi-monthly published update reports.
20	Promote inclusion and equality for LGBTQI+ people	20a	Promote LGBTQI+ awareness and support via social media.	Social media drive for LGBTQI+ month
		20b	Recruit LGBTQI+ representative onto CJ Working Group or Board	Have board membership linked to LGBTQI+ organisation/s
21	Raise public awareness of the work and responsibilities of public protection among the general public	21a	Completion of bi-yearly CJ consultation.	Exceed 110 responses in 2024
		21b	Facilitate podcasts with professionals within the justice system and health to raise public awareness of their roles and remits.	Bi-annual podcast shared on social media
22	The voices of individuals with lived experience are effectively incorporated and embedded into Community justice	22a	Increase the number of people with lived experience working with other services to improve outcomes for those impacted by the Justice system	Increase the number of Peer Supporters within Substance Use, Mental Health and Justice services.

KPI No.	Performance Indicator	Action No.	Improvement Action	Target
	services and planning cycles			
23	Engage with children and families in Midlothian affected by imprisonment and offer emotional, practical, and financial support where possible.	23a	Families Outside to hold a “drop-in” session at identified and appropriate local venue, every 2-4 weeks.	Establish monthly drop in within Midlothian.
24	Implementation of the Outcomes Performance Improvement Framework (OPIF) and Performance Framework to quality assure the 5-year CJOIP	24a	The partnership will implement and prioritise the actions that will be taken throughout the 5 year plan utilising the Performance Framework and OPIF which will formulate and quality assure all partnership actions.	The completion of the quality assurance via the OPIF, Performance Framework and Self-Evaluation.
25	Set out our view of including Boys and Men describing the essential features for services based on the Equally Safe gender framework.	25a	Establish short life working group to agree approaches to including boys and men in the prevention of Violence Against Women & Girls.	Short life working group established
		25b	Consult with boys via group work approach that is multi-dimensional in both informing and learning from young people.	Consultation and learning project with boys to be initiated by 2024
		25c	Consult with survivor focus groups.	A report to be completed highlighting the learning from the project and shared with survivor focus group
		25d	Continue to support the development, evaluation and delivery of Stride men’s group. Promote within Stride the role that men and boys have in the prevention of Violence Against Women & Girls utilising peer relationships and discussions.	Develop module within Stride that addresses positive masculinity and values that influences peer discussion.
26	Ensure community justice partnership is quality assured and meeting objectives in line with governance	26a	Liaise with care inspectorate to scope and prepare for partnership self-evaluation	Scoping exercise complete.

