

MORAY COMMUNITY JUSTICE OUTCOME IMPROVEMENT PLAN 2019-22



**Moray
Community Planning
Partnership**

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Introduction

The Moray Community Justice Partnership was formed in 2017. It comprises a number of national and local organisations that work together to reduce offending in Moray and improve outcomes for people who have been involved in the justice system. This is our third plan and describes the actions we intend to take over the coming three years.

Crime in Moray may be low compared to other parts of Scotland but it still creates victims, causes harm to communities and wastes individual potential. Offending is a complex problem but there is a strong link between offending behaviour and issues like substance use, lack of secure accommodation, financial insecurity, relationship breakdown, health and unemployment. This is why it requires input from a range of organisations and the wider community to make a real difference.

Listening is an important part of our approach; listening to those who are victims of crime, those who have committed offences and have experience of the justice system as well as the wider community. Conversations that we have had at public events over the past year tell us that there is broad support for our approach and a growing awareness of the benefits that have been delivered through Community Justice.

By addressing the problems that lead to offending and reoffending, the Community Justice Partnership aims to reduce the number of people from Moray who are sent to prison. We also aim to help those who have committed offences to reintegrate into the community and realise their potential for the benefit of us all.

This three-year plan will be refreshed in 2020 and 2021. A performance report, detailing progress made during the first year of the plan's duration, will be published in September 2020.

The photographs in this plan were taken at our 'Smart Justice Moray' event in September 2018.

For more information on Community Justice or if you would like this document in another language, Braille or audio, please contact:

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What is Community Justice?

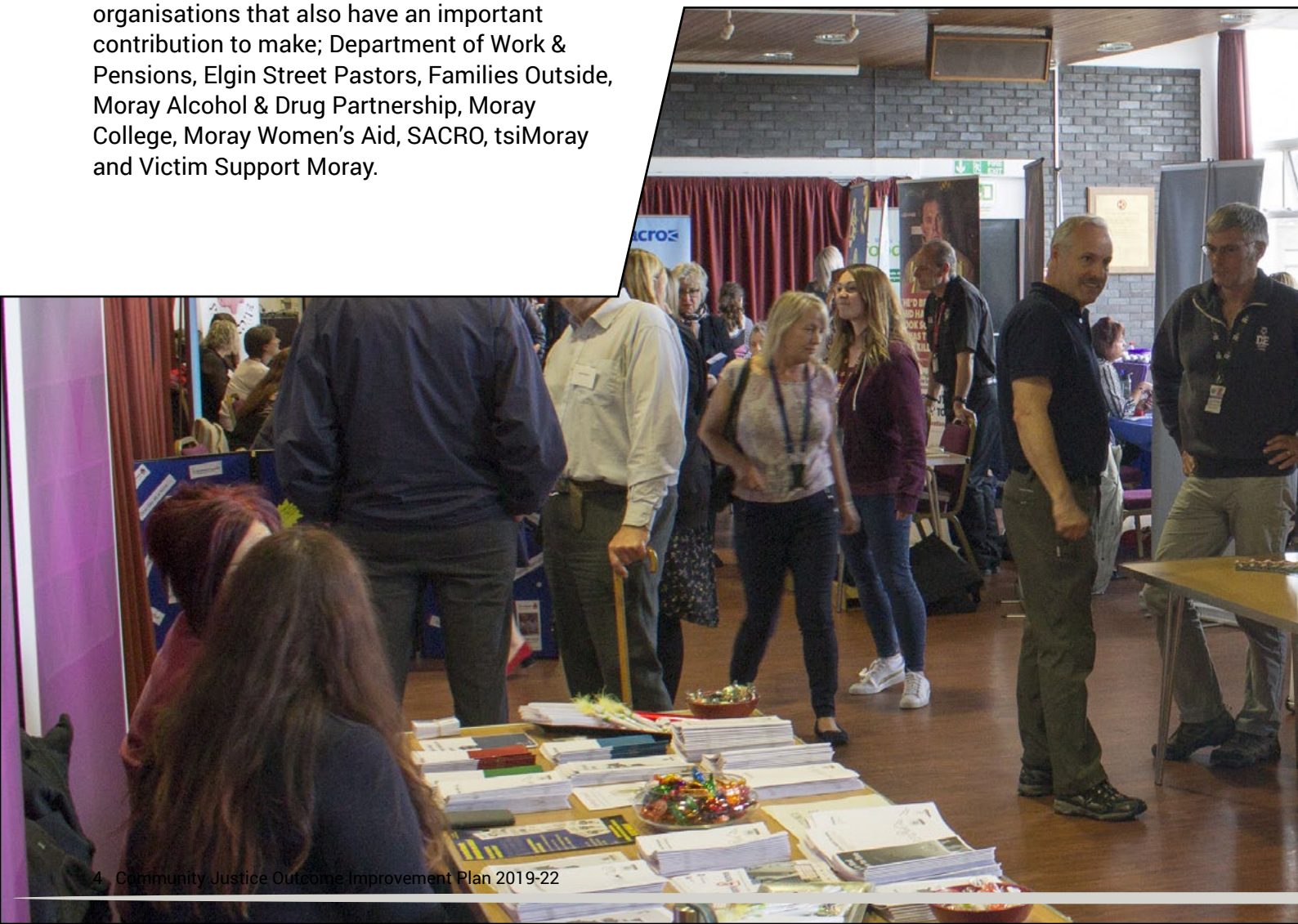
Community Justice is best understood as the collection of individuals, agencies and services that work together to support, manage and supervise people who have committed offences, from the point of arrest, through prosecution, community disposal or custody and the alternatives to these. The prevention of crime is also an important part of the Partnership's remit

Local communities and the third sector have a vital part to play in helping to prevent offending, reduce reoffending and promote social inclusion and citizenship.

The Community Justice (Scotland) Act 2016 identifies a number of partners that have a legal duty to cooperate in the delivery of Community Justice; local authorities, NHS Boards, Police Scotland, Scottish Fire and Rescue Service, Health and Social Care Integration Joint Boards, Skills Development Scotland, Scottish Courts and Tribunals Service, Scottish Prison Service and Crown Office and Procurator Fiscal Service. Here in Moray they are joined by other organisations that also have an important contribution to make; Department of Work & Pensions, Elgin Street Pastors, Families Outside, Moray Alcohol & Drug Partnership, Moray College, Moray Women's Aid, SACRO, tsiMoray and Victim Support Moray.

National oversight is provided by Community Justice Scotland. This body was created in October 2016 with a remit to:

- provide leadership, training and insight to support community justice partners to prevent offending and reduce the number of future victims
- identify worldwide expertise, best practice and opportunities for commissioning, and introduce fresh ideas which inspire innovation and change
- change the conversation about community justice and prevention of offending, shift attitudes and increase understanding
- work with partners and help drive change by identifying improvements and challenges in our community justice system.



The National Perspective

The Scottish Government's vision for Community Justice is for a safer, fairer and more inclusive Scotland where we:

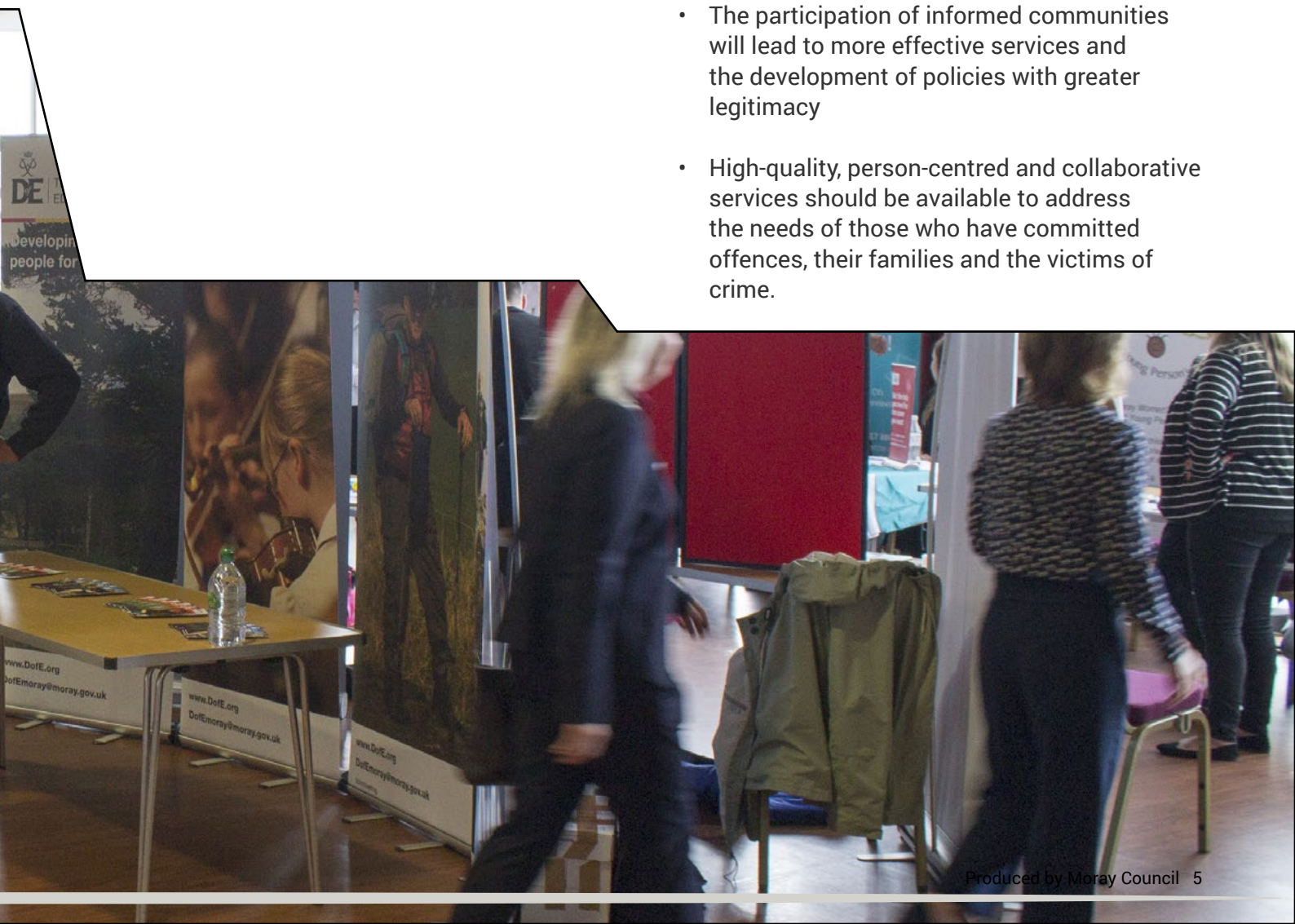
- prevent and reduce further offending by addressing its underlying causes
- safely and effectively manage and support those who have committed offences to help them reintegrate into the community and realise their potential for the benefit of all citizens.

This will be achieved through:

- increasing the use of community-based interventions
- reducing the use of short-term custodial sentences
- improving reintegration from custody to community.

Our approach will be informed by these principles:

- People must be held to account for their offences in a way that recognises the impact on victims of crime and is mindful of risks to the public, while being proportionate and effective in preventing and reducing further offending
- Reintegrating those who have committed offences into the community and helping them to realise their potential, will create a safer and fairer society for all
- Early intervention should maximise opportunities for preventing and reducing offending before problems escalate
- Community justice outcomes cannot be improved by one stakeholder alone; partnership working is essential if we are to address these complex issues
- The participation of informed communities will lead to more effective services and the development of policies with greater legitimacy
- High-quality, person-centred and collaborative services should be available to address the needs of those who have committed offences, their families and the victims of crime.



Needs assessment

Moray covers an area of 865 square miles and has a population of around 96000. Just over half of these live within the five main towns of Elgin, Forres, Buckie, Lossiemouth and Keith.

Moray's population is an ageing one; 20% is currently over 65 and this is forecast to rise to 31% by 2039. This increase in the number of older people, together with the outward migration of young people, many of whom leave Moray to pursue higher education, is expected to lead to a smaller working-age population.

A regional deal designed to boost economic growth, the Moray Growth Deal, aims to transform the local economy, arrest the outward migration of young people and address gender inequality in employment. It brings together Scottish and UK governments, Moray Council, partners from across the public and third sectors and private businesses and a funding bid is expected to be finalised in 2019.

As a rural area, Moray ranks highly for 'access deprivation', as measured by the Scottish Index of Multiple Deprivation (SIMD). This indicator examines the journey times to services like doctors, shops and post offices. In 2016, 34% of Moray's population was in the bottom 20% 'access deprived' areas in Scotland. This presents significant challenges in terms of social isolation and access to public services.

Moray's Local Outcome Improvement Plan recognises the issue of Moray's rurality and identifies the development of transport, digital infrastructure and community empowerment as the means to address this deprivation.

Crime

Moray is a safe place to live. It has one of the lowest recorded crime rates in Scotland. In 2017-18, Moray was ranked twenty-seventh in a league table of the thirty-two local authority areas with 260 recorded crimes per 10,000 of the population, 42% lower than the national average of 451.

Although there has been a significant reduction in the total number of recorded crimes over the past five years, there has been an increase in the numbers of certain crime types; violence, indecency and 'other' which includes drug offences. The detection rate has risen steadily over the same period and now stands at 69% for all crime types.

Incidents of hate crime remain low (50 recorded in 2017-18) and the number of domestic abuse incidents (710) fell for the first time in the last five years.

'Group 6' crimes account for 43% of all crimes recorded in Moray. This group includes breaches of the peace, common assault, drunkenness and disorderly conduct.

The latest Scottish Household Survey (2017) found that 90% of Moray residents surveyed reported feeling 'very or fairly safe' whilst walking alone and 98% feeling 'very or fairly safe' in their own homes.

Recent surveys of people who reported an incident to the Police also show high levels of satisfaction. In the six months to September 2018, 87% expressed satisfaction with how their reported incident was handled.

Detailed crime statistics can be found at: [**Appendix 1**](#).

Alcohol and Drugs

The harms associated with alcohol and drug use continue to be a concern in Moray. This is recognised within the Moray Local Outcome Improvement Plan (LOIP), which has specific actions linked to alcohol use and reducing alcohol-related harms. These actions are reflected in the Moray Alcohol and Drug Partnership's 2018-21 Delivery Plan.

Although reducing harm linked to alcohol use continues to be important, reducing drug-related harms remains an equally important area of work. This is highlighted by the increased number of drug-related deaths, which rose from 7 in 2017 to 17 in 2018.

At 31 December 2018 there were a total of 559 people receiving a service, an increase of 109 from 2017. 279 were receiving a service in respect of alcohol, 280 for drugs.

The links between alcohol/drug use and mental wellbeing are becoming increasingly evident, with Accident and Emergency data showing that those who present on more than one occasion due to alcohol or drug use are likely to have needs due to both alcohol/drug use and mental health.

Police Scotland has identified a link between alcohol and violent crime, both within the home and in public places. It is hoped that the minimum pricing for alcohol, which was introduced across Scotland on 1 May 2018, together with education and diversion measures, can help reduce alcohol consumption and the harms associated with it.

Health and Wellbeing

Although Moray has a better health profile than many parts of Scotland, a strategic needs assessment undertaken by Health & Social Care Moray in November 2018 identified the following:

- There are continuing inequalities in health status across Moray, with an association between the level of neighbourhood affluence and morbidity and mortality
- The population is predicted to continue ageing, with a growing proportion represented by adults over the age of sixty-five, and growing numbers of adults aged over eighty, with implications for increasing morbidity
- Significant demand for health and social care services arises from chronic disease, and a growing proportion of the population is experiencing more than one condition ('multi-morbidity')
- There is significant morbidity and mortality due to mental health problems
- There is significant morbidity and mortality due to lifestyle exposures such as smoking, alcohol and drug misuse
- A small number of individuals account for over half of healthcare spending ('high resource individuals')
- Moray is characterised as remote and rural, and some people face significant challenges in accessing health services
- Care activity is highly demanding of informal carers, and there is evidence of distress in the informal carer population
- Moray's military and veteran population constitutes a significant group, requiring both general and specific health services.

These issues will be addressed through the development of the strategic plan 2019-2022.

Education, training and employment

Moray has a low-wage economy with a higher than national average number of people earning less than 'the Living Wage' - 81% in Moray compared to a Scotland-wide rate of 73%. Many workers are in part-time and seasonal employment.

Moray is reliant on a small number of industries, principally food and whisky production, textiles and forestry. The military bases at Kinloss and Lossiemouth are significant contributors to employment and the local economy.

The local unemployment rate over the year to September 2018 stood at 3.7%; this is below the Scotland-wide rate of 4.2%.

Skills Development Scotland's programmes and services aim to build individuals' career management, employability and work-based skills whilst also championing equality of access and outcome for all.

This begins in school and continues into adulthood, with all having access to Careers Advisers and Work Coaches, who work more intensively with those most at risk of not achieving a positive destination into either employment, education or training.

2017 saw the introduction of the 'Next Steps' offer for 16-18 year olds needing coaching support to help them to achieve positive progressions. This is an entitlement to regular coaching sessions to support the development of career management skills to support sustainable positive progressions.

The 2018 Annual Participation Measure showed that of the 3,832 16-19 year olds in Moray, 91.2% were in education, employment or training and personal development.

In 2018:

- SDS delivered 6,602 Career Information, Advice and Guidance engagements for 3,351 people through a mix of group and one-to-one sessions
- 77 Employability Fund starts were funded
- 350 Modern Apprenticeships were started and 78% completed their full apprenticeships
- 4 employers and 46 individuals dealing with redundancy were supported.

A new employment service, Fair Start Scotland, is now available in Moray. This service is delivered by PeoplePlus with the support of local delivery partners, Lifeskills and Momentum. This service aims to support participants to find the right job by improving their confidence, helping with CV preparation and building their interview skills.

The Community Justice cohort is specifically identified as a group that would benefit from this service and a number are already using it in Moray.



Housing

There are approximately 43,000 households in Moray and this is expected to increase to 47,700 by 2037. In common with many other parts of Scotland, Moray is projected to have an increasing proportion of smaller households over this period.

The Housing Need and Demand Assessment (HNDA) for 2018 found that there is an acute shortage of affordable housing in Moray. 2,120 new housing units would be required by 2023-24 to meet projected need (424 per year), and of those, 56% should be provided as 'affordable housing'.

Moray has proportionally fewer social rented properties (19%) and a smaller private rented sector (11%) than the Scottish average.

At 31 March 2018 there were 3,067 households registered on the Council's housing list, and an average of 8 applicants for every vacancy. The greatest pressure is on 4-bedroom properties (159:1) and on 1 bed general needs (19:1). There is considerably less pressure on 2-bed general needs properties (5:1).

At any given time, Moray Council has approximately 100-120 statutorily homeless households waiting to be permanently rehoused.

Moray Council is the biggest social landlord in Moray, with approximately 6,100 properties. Local Housing Associations own around 2,400 properties. Together this housing stock generates around 600 vacancies per year.

Preventing homelessness is the primary focus of the Council's Housing Needs team. Where possible, staff work with people in prison to try and sustain existing tenancies. In the event that a prisoner will be homeless on release, Council staff liaise with SPS Throughcare Support Officers to try and address housing issues prior to release.

However, there are still cases where individuals present at Housing on the day of their release and the Council has not received advance notification.

Karyn McCluskey, Chief Executive of Community Justice Scotland, speaking at Smart Justice Moray ▶

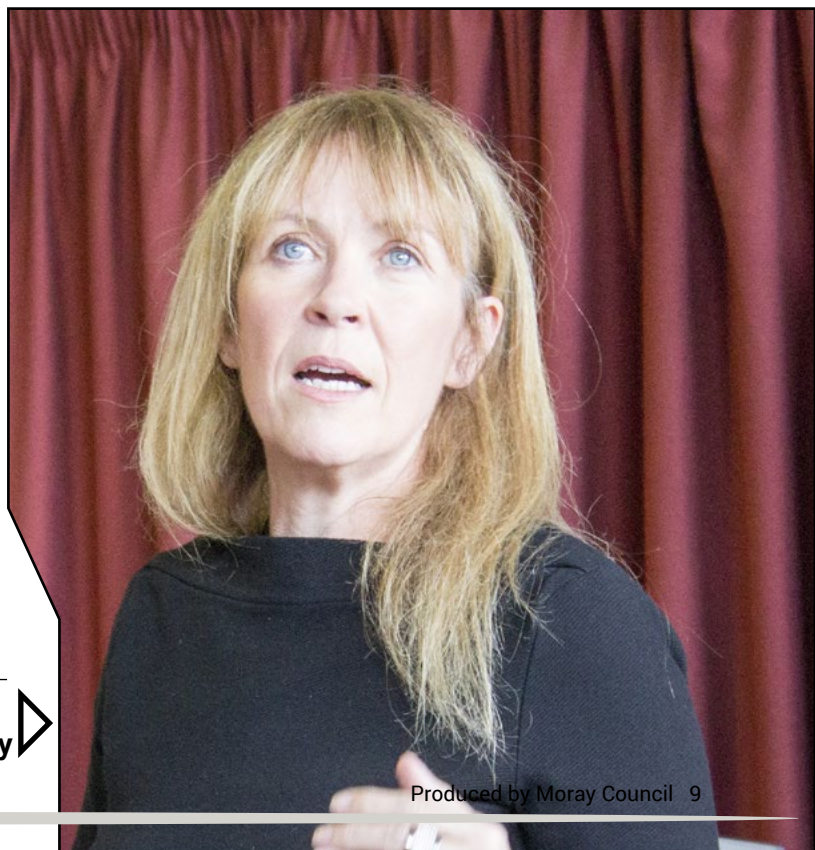
The local implementation of the SHORE (Sustainable Housing On Release for Everyone) standards will help minimise this number.

Moray Council has two supported accommodation projects as part of their temporary accommodation within homelessness, one for adults and one for young people (16-24). SACRO provides the support to help individuals to re-integrate back into the community and give them the ability to maintain and sustain their own accommodation.

Together with the Moray Council's Housing Team, SACRO works with clients to identify their housing support needs and set realistic targets and goals. An assessment is carried out prior to admission to ensure that supported accommodation is suitable for their needs.

Both facilities are registered with the Care Inspectorate. Services are staffed 24/7 with qualified and experienced staff. The team includes a Service Manager, Services Team Leader and support staff. The National Support Manager (North) oversees all SACRO services in Aberdeen, Aberdeenshire and Moray.

Staff work with individuals on a range of issues including budgeting, independent living skills, substance misuse, offending behaviour, anger management and emotional support.



Poverty

Whilst it is generally accepted that there is a link between crime and poverty, it is often overlooked that people experiencing poverty are more likely to be victims of crime too.

Moray's Poverty Strategy 2018-2021 identifies the following:

- 17% of children in Moray live in relative poverty
- Women working full-time earn £430 per week, compared to men who earn £540 per week
- Pupils living in less affluent communities do less well at school than those in more affluent areas
- 38% of Moray's workforce is part-time. The national average is 33%
- Over one in four adults in Moray have no qualifications. There is a geographical variation, ranging from 11% with no qualifications in Kinloss to 37% in Keith and Dufftown
- Looked after children do less well at school. Fewer than one in six achieves Level 5 literacy and numeracy at secondary school. Fewer looked after children go on to further education, training or employment.

- Less than half of adults with a disability are in employment
- Poverty and poor mental health are related. Suicide rates are higher in more deprived populations. Suicide is more common in Moray than nationally.
- 20% of households have no access to a car
- Increasing numbers of people are seeking help from Moray Food Bank. Over two thousand people sought help last year.
- Nearly half of households in Moray are experiencing fuel poverty, with one in ten experiencing 'extreme fuel poverty'
- Over 1000 school pupils (P1 to S3) received means-tested free school meals last year with some neighbourhoods having a much higher proportion of children receiving free school meals than others.

The Strategy aims to prevent or mitigate the impact of poverty in Moray over the next three years.



Victims and witnesses

Victims and witnesses in Moray are supported by Victim Support Scotland, a volunteer-led organization that provides emotional and practical support to victims and supports witnesses attending court.

When a crime is reported, the police issue a Victim's Care Card to those affected as soon after the incident as possible. The card provides details of which officer is dealing with the enquiry, the Victims' Code for Scotland and contact information for organizations that can offer help and support.

The Witness Service provides support to people who are appearing as witnesses at court. This service can include an accompanied visit to the court to enable the witness to familiarise themselves prior to a court appearance and discuss any additional needs or concerns that they might have.

High risk victims of domestic abuse are supported through the Multi-agency Risk Assessment Conference ('MARAC') process.

Prison/ Sentencing

At 1 March 2019, data provided by Scottish Prison Service indicates that 71 Moray residents were in prison. Of these, 69 were men, of whom 46 were serving prison sentences and 23 were on remand awaiting further court proceedings. There were 2 women serving prison sentences.

33 of the 69 men in prison were housed in HMP Inverness. The others were housed in ten other prisons across Scotland.

In the year to 1 March 2019, SPS data shows that there were 79 male and 8 female prison discharges from Scottish Prisons. It should be emphasised that these figures refer to the number of discharges and that the number of people involved will be fewer than these figures (i.e. individuals may have served more than one prison sentence during this twelve-month period).

HMP Inverness remains one of Scotland's most overcrowded prisons. On 1 March 2019, it housed 123 prisoners, 25 above its official capacity.

Community disposals

In 2017-18, there were 357 Community Payback Orders (CPO's) imposed in Moray. Of these 133 were for unpaid work and supervision, 145 were for unpaid work only and 79 were for supervision only. Moray has seen a gradual increase in the number of community disposals; this may be a reflection on the presumption against short sentences.

Moray provides a wide range of work placements for service users on both a team and individual placement basis. In the 2017-18 period, 14361 hours of unpaid work were successfully completed. We also introduced two 'shorter day' squads to take account of gender and health needs.

Those subject to unpaid work orders can participate in a combination of new projects as well as routine work that benefits the community. Examples can include painting and decorating community or school halls, general tidy-up of environmental and community areas, litter collection, grass cutting and gardening, maintenance of footpaths in rural locations and coastal paths, furniture removal, snow and ice clearing during winter months, woodworking projects, bench making and craftwork for schools, nurseries and day centres. Every year a number of local events, such as the Northern Scot's Christmas Food and Toy Appeal, are also supported.

In order to gather data to inform service delivery, those who have been subject to court orders are asked to complete an exit questionnaire upon completion of their order. Of those who completed unpaid work orders in 2017-18, 60 completed questionnaires. This also provides useful data on the perceptions of those completing Community Payback Orders, for example:

- 87% of those surveyed agreed that the work was worthwhile
- 45% said that they had developed new skills
- 90% said that the work had benefitted the community.

Surveys were also completed by 53 people whose supervision was completed in 2017-18.

- 82% who identified issues from a list (housing, employment, drugs, alcohol, personal relationships, self-esteem, health, money, coping skills) indicated that the highlighted problem had improved in the course of supervision
- 92% said that their thinking and behaviour had changed during supervision
- 96% said that supervision had helped them to stop or reduce their offending.

Bail Supervision

Bail Supervision schemes are designed to reduce the risk of offending whilst people are on bail. In Moray these cases are supervised by Criminal Justice Social Work. Supervision includes regular appointments with the Bail Supervisor (usually 2-3 times per week), until they are removed by the Sheriff – usually following trial.

This service enables people to remain in the community, continue with their employment (where relevant) and reduces the risk of further offending through supervision, monitoring and support to address life issues.

Historically, there has been a low take-up of Bail Supervision in Moray and this is addressed in this Improvement Plan.

Diversion from prosecution

Diversion provides an option for the Procurator Fiscal to deal with someone accused of low-level offences outwith the court system. A person diverted under this scheme, will be required to work with a Criminal Justice Social Worker or other agency to address the problem areas of their lives that are underlying, or contributing to, their offending behaviour.

In 2017-18, the Procurator Fiscal referred 32 people to the Criminal Justice Team in Moray to be considered for the diversion scheme. Broken down by age in Moray, 11 of these referrals were for under 20 year-olds and there were increasing numbers for older age groups. This was against the national trend whereby between 2016-17 and 2017-18, the number of cases commenced for 16 - 20 year olds increased by 17%, while numbers fell for all other age groups.

Diversion also takes place through Early and Effective Intervention (EEI) operated by Police Scotland and other partners. This scheme seeks to ensure that young people involved in offending receive the right support at the right time to divert them from offending behaviour. Statistics provided by the Scottish Children's Reporter Administration (SCRA) show very small numbers of young people are referred to the Children's Reporter and Procurator Fiscal, pointing to the success of this approach.

Horizon scanning

A number of national initiatives have the potential to impact on Community Justice in Moray over the duration of this plan:

Victims Task Force

This was convened in December 2018. Co-chaired by the Justice Secretary and the Lord Advocate, the Task Force aims to improve the criminal justice system from a victim-led perspective. Victims themselves are not directly represented but it is intended that evidence will be taken from victims and victims' groups.

Prison developments

Plans for the new HMP Inverness await sign-off by the Scottish Prison Service. The new prison will accommodate 200 men and include lodging facilities for woman and young offenders. Once approved by the Scottish Government, the build for the new prison is expected to take 18 months. The new facility should reduce the need for people from Moray to serve prison sentences in the central belt.

Consultation on victims of domestic abuse

A Scottish Government consultation on how multi-agency interventions can be improved for victims of domestic abuse was recently undertaken. The findings of this exercise will inform the development of future policy in this area.

Electronic Monitoring

The Scottish Government proposes to incorporate Global Positioning Systems (GPS) technology into an expanded programme of electronic monitoring. Three pilot monitoring projects are currently taking place and the contract for Electronic Monitoring is to be retendered.

Universal Credit

The rollout of Universal Credit to new claimants was completed in December 2018 and existing claimants of other benefits will migrate to Universal Credit between now and 2023.

Analysis has identified problems for people who don't have digital access and an increase in rent arrears, crisis grant applications and foodbank use.

People without a stable address, GP, dentist and/or no history of recent claims are particularly vulnerable and the delays associated with this benefit could significantly hamper individual's journeys to desistance and greatly impact their families.

Presumption against short-term sentences (PASS)

Specific details of the proposed increase in PASS are expected in 2019. Here in Moray, the suggested increase from 3 to 12 months is expected to lead to an increase in the number of community sentences of anything between 5% and 20%.

Management of Offenders Bill

The Management of Offenders Bill aims to make provision for the electronic monitoring of offenders and other restrictive measures, change disclosure requirements for offenders seeking employment and make changes to the organisation and functions of the Parole Board for Scotland.

Disclosure Bill

This Bill is expected in May 2019. It proposes to prioritise the protection of young people and make improvements to disclosure policies to support employment opportunities for people with convictions.

Restorative Justice

An action plan, detailing arrangements for the roll-out of Restorative Justice across Scotland by 2023, is due in spring 2019.

Our priorities

The national strategy for community justice identifies seven 'structural' and 'person-centric' outcomes.

Structural – what we deliver as partners:

- Communities improve their understanding and participation in community justice
- Partners plan and deliver services in a more strategic and collaborative way
- Effective interventions are delivered to prevent and reduce the risk of reoffending
- People have better access to the services they need, including welfare, health and wellbeing, housing and employability.

Person-centric – changes for service users:

- Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed
- People develop positive relationships and greater opportunity to participate and contribute through education, employment and leisure activities
- Individuals' resilience and capacity for change and self-management are enhanced.

The improvement actions detailed in Section 9 of this plan are linked to these outcomes.

A number of local priorities emerged from discussions that preceded the development of this plan. These included focussing on the links between alcohol / drug use and mental health, issues related to health and wellbeing, and sustaining tenancies whilst people are in custody.

Governance

The delivery of community justice in Moray is overseen by the Moray Community Justice Partnership. The Partnership was established in January 2017 and its membership is drawn from statutory partners (bodies specified in the Community Justice [Scotland] Act 2016) and other organizations and individuals with an interest in community justice.

The MCJP is responsible for implementing this plan. Progress will be reported quarterly to the MCJP and an annual report will be submitted to Community Justice Scotland.

Agendas, minutes of meetings and other documents relating to community justice can be found at the Moray Planning Partnership website: www.yourmoray.org.uk

Public protection

Multi-Agency Public Protection Arrangements (MAPPA) are used to maintain public protection and the reduction of serious harm. The protection of children, adults at risk and other members of the public is paramount.

MAPPA was introduced in 2007 under requirements of the Management of Offenders (Scotland) Act 2005, and is delivered under National Guidance. In the north of Scotland, MAPPA operates within two management areas – Grampian (covering Aberdeen City, Aberdeenshire and Moray) and the Highland & Islands. Each area has a MAPPA Management Group and this structure operates alongside the community justice partnership. Direction and oversight is provided by a Strategic Oversight Group (SOG), which is drawn from senior representatives from the member authorities.

Improvement Plan 2019-22

9.1 Communities improve their understanding and participation in community justice

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.1.1	Promote the benefits of Community Justice: to the wider public through mainstream and social media to specific groups through targeted events to, for example, schools, community councils, third-sector bodies, etc.	Volume of media activity Range and number of events attended	Ongoing	CJ Coordinator	All
9.1.2	Create 'Community Options' guidance to raise awareness and understanding of the range of community-based services that are available	Production and distribution of 'Community Options' guidance	Mar 2020	CJ Coordinator	All partners involved in delivery of community-based options
9.1.3	Engage with the victims of crime to identify areas where improvements to services can be made	Evidence of engagement with victims	Ongoing	Victim Support Moray	Partners involved in providing community-based services
9.1.4	Raise awareness amongst educational staff of how they can support children when a family member is in prison	Number of staff who engage in awareness raising sessions	Mar 2020	Families Outside Family Support Service	Families Outside, Moray Council Education and Social Care

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

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.2.1	<p>Reinvigorate Whole Systems Approach by:</p> <ul style="list-style-type: none"> · undertaking audit to identify staff in need of refresher training to deliver Whole Systems Approach · deliver training to identified staff in Youth Justice and Criminal Justice teams 	<p>Completion of training needs analysis</p> <p>Number of staff trained in Whole Systems Approach</p>	Mar 2020	Moray Youth Justice	All relevant partners
9.2.2	Ensure that the needs of those who have committed offences or are at risk of reoffending, are addressed in the plans and strategies of Moray's Community Justice partners	<p>Attendance at relevant partner meetings</p> <p>Contribution to development of partners' plans and strategies</p>	Ongoing	CJ Coordinator	All relevant partners
9.2.3	Criminal Justice Social Workers to deliver 'Making every opportunity count' (MEOC) interventions, initially targeting those with mental health problems, women and young people under 21 who are open to Justice Services	Provide baseline measure of MEOC interventions delivered and recorded for first month, followed by monthly thereafter	Mar 2020	Criminal Justice Social Work	All relevant partners
9.2.4	Promote availability of Moray Food Bank larder points at partner agencies	Number of Larder facilities supported by partners	Ongoing	CJ Coordinator	All relevant partners
9.2.5	Prepare a specific Community Justice needs assessment to support the iteration of the next Outcome Improvement Plan	Creation of an assessment that identifies the needs of people within the justice system	Mar 2020	CJ Coordinator	All relevant partners

9.3 Effective interventions are delivered to prevent and reduce the risk of reoffending

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.3.1	Strengthen the use of the Whole Systems Approach to better meet the needs of young people involved in or at risk of offending	<p>Increased level of service (number of hours) provided by Project Youth Worker engaged to support young people returning to Moray</p> <p>Provision of additional support to young people identified as being in early stages of a potential crisis</p>	Mar 2020	Moray Youth Justice	All relevant partners
9.3.2	<p>Evaluate current Restorative Justice practice by:</p> <ul style="list-style-type: none"> · undertaking an audit to identify staff trained in Restorative Justice · Consider delivery of training to staff in line with future national guidance 	Staff attendance at CJ events in Restorative Justice practice	Mar 2020	Moray Youth Justice	
9.3.3	Promote Moray's Bail Supervision Scheme, raising awareness with defence solicitors, police and the Courts to reduce reliance on remand	<p>Provide monthly data on numbers of clients receiving bail supervision</p> <p>Development of information material for Fiscal, Police and Sheriff</p>	Mar 2021	Criminal Justice Social Work	Police Scotland, SCTS, COPFS
9.3.4	Undertake comparative research to identify best practice in promoting engagement with Throughcare Service and establish baseline for future reporting	Completion of benchmarking exercise	Mar 2020	CJ Coordinator	All relevant partners

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.3.5	<p>Deliver Fire-related initiatives:</p> <ul style="list-style-type: none"> Engage with young people who have been involved in fire setting activities to raise awareness of the impact of their actions Engage with schools to raise awareness of the impact of starting fires, making malicious/hoax calls, young driver safety, anti-social behaviour and safety around fireworks and bonfires, etc. Deliver Fireskills Employability Award programme to up to 10 High School children, identified in conjunction with Education & Social Care. 	<p>Number of young people engaged with</p> <p>Number of sessions delivered to schools</p> <p>Number of young people undertaking Fireskills Employability scheme</p>	Mar 2020	Scottish Fire & Rescue Service	Education & Social Care

9.4 People have better access to the services they need

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.4.1	<p>Promote the services offered by Skills Development Scotland to people with lived experience of the justice system and the agencies that work</p> <p>Identify individuals who would benefit from engagement with SDS</p>	Number of people with lived experience of the justice system who engage with SDS	Ongoing	SDS	
9.4.2	People involved in the justice system have ready access to information about health improvement	<p>Increased capacity of partners to deliver Alcohol Brief Interventions</p> <p>Increase capacity of partners to deliver 'Making Every Opportunity Count' (MEOC) interventions</p> <p>Number of Naloxone training sessions delivered</p>	Mar 2020	Health & Social Care	All relevant partners
9.4.3	Promote employment opportunities for people with lived experience of the justice system	Details of engagement with employers' groups	Ongoing	CJ Coordinator	All relevant partners

9.5 Life chances are improved through needs being addressed

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.5.1	<p>Ensure that people leaving prison receive appropriate housing advice and are assisted to secure and sustain suitable accommodation</p> <ul style="list-style-type: none"> · complete review of Discharge Protocols between Moray Council and Scottish Prison Service · development of revised Discharge Protocols · local implementation of 'SHORE' (sustainable housing on release for everyone) standards 	Reduction in number of unplanned presentations to Housing Service by people leaving prison	Mar 2020	Housing Services	
9.5.2	Increase the completion rate of exit questionnaires by clients of Criminal Justice to evidence outcomes	Number and content of questionnaires completed by clients	Ongoing	Criminal Justice Social Work	

9.6 People develop positive relationships and greater opportunity to participate and contribute

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.6.1	<p>Increase the range of 'other activities' that are undertaken as part of Community Payback Orders by:</p> <ul style="list-style-type: none"> · Engaging with local agencies and services to develop a list of resources in Moray that can be used as 'other activity' · promoting the use of 'other activity' within the Criminal Justice Social Work Team · working particularly with those with mental health problems, women and young people under 21 to ensure this opportunity is more widely used with these groups · ensuring accurate recording of the use of 'other activity' on IT systems so that this can be monitored over time 	<p>Increased in proportion of Community Payback Orders that include 'other activities'</p> <p>Production of a list of local resources that can be used as 'other activities'</p>	Mar 2021	Criminal Justice Social Work	
9.6.2	Increase family engagement in prisoners' Integrated Case Management meetings held at HMP Inverness, particularly prior to liberation	Number of family members participating in ICM meetings	Mar 2020	Families Outside, Family Support Service	Scottish Prison Service

9.7 Individuals' resilience and capacity for change and self-management are enhanced

Ref	Improvement Action	Measurement	Timescales	Lead	Partners Involved
9.7.1	Evaluate the effectiveness of the 'Moving Forward, Making Changes' (MFMC) group work programme that is now delivered by CJSW in Moray to inform local delivery of group work	Completion of MFMC evaluation	Mar 2020	Criminal Justice Social Work	
9.7.2	Identify opportunities for group work and person-centred approaches, e.g. for high risk offenders, women, those with mental health issues, to broaden range of available interventions delivered to reduce the risk of reoffending	Number of clients participating in group work activities	Mar 2020	Criminal Justice Social Work	

Appendix 1 – Crime and incident statistics

Recorded crimes

	2013-14	2014-15	2015-16	2016-17	2017-18
Group 1 – Crimes of violence	54	60	76	83	90
Group 2 – Crimes of indecency	185	182	158	220	221
Group 3 – Crimes of dishonesty	1571	1159	1251	956	848
Group 4 – Fire raising, malicious mischief, etc.	763	657	823	674	560
Group 5 – Other crimes	571	473	546	647	773
Group 6 – Miscellaneous offences	2084	1813	1971	2175	1871
Total crimes	5228	4344	4825	4755	4363

Detected crimes

	2013-14	2014-15	2015-16	2016-17	2017-18
Group 1 – Crimes of violence	47	53	63	71	88
Group 2 – Crimes of indecency	131	149	121	127	120
Group 3 – Crimes of dishonesty	470	442	490	455	377
Group 4 – Fire raising, malicious mischief, etc.	210	192	240	241	185
Group 5 – Other crimes	562	470	527	638	740
Group 6 – Miscellaneous offences	1611	1436	1551	1703	1497
Total crimes	3031	2742	2992	3235	3007

People who reconvict within one year of completing a sentence for an earlier conviction (%)

	2011-12	2012-13	2013-14	2014-15	2015-16
Aged under 21	33.0	21.6	30.8	19.5	37.3
Aged 21 to 25	31.0	29.3	26.9	28.5	26.2
Women	27.1	16.0	14.6	15.4	20.2
Men	31.0	24.6	20.9	29.0	23.8
Overall	30.3	23.0	23.3	24.9	23.2

Hate crime

	2013-14	2014-15	2015-16	2016-17	2017-18
Recorded hate crimes	49	31	23	37	50
Detected hate crimes	44	30	19	30	35

Domestic abuse incidents

	2013-14	2014-15	2015-16	2016-17	2017-18
Domestic abuse incidents	657	746	721	747	710

Appendix 2 - Moray's Community Justice Partners

The Moray Community Justice Partnership comprises the following organisations:

Crown Office and Procurator Fiscal Service

COPFS plays a pivotal part in the justice system, working with others to make Scotland safe from crime, disorder and danger. The public interest is at the heart of COPFS's work as independent prosecutors. COPFS takes into account the diverse needs of victims, witnesses, communities and the rights of those accused of crime.

Department of Work and Pensions

The Department for Work and Pensions (DWP) is responsible for welfare, pensions and child maintenance policy. As the UK's biggest public service department, it administers a range of working age, disability, ill-health and retirement benefits to around 18 million claimants and customers.

Elgin Street Pastors

Elgin's Street Pastors have been operating in Elgin town centre since 2013. Every Saturday night, Street Pastors go out on patrol to offer a calming presence on the streets and provide practical support through listening, caring and helping.

Elgin Street Pastors is operated by a management team with representatives from four different Christian denominational churches in Elgin and has volunteers from nine different Christian churches across Moray.

Families Outside

Families Outside is the only national charity in Scotland that works solely to support the families of people affected by imprisonment. Its purpose is to improve outcomes for children and families affected by imprisonment so they can live healthy, active lives free from stigma and impediment.

Health and Social Care Moray

Health and Social Care Moray was established in April 2016 and brings together a wide range of health and social work services into a single operational body. The Moray Integration Joint Board (MIJB) is responsible for planning and overseeing the delivery of a full range of community health and social work/social care services and is also responsible for a number of primary and secondary NHS Grampian health services.

Moray Alcohol and Drug Partnership

MADP is a partnership of all the organisations involved in reducing the harm caused by alcohol and drugs to individuals and communities in Moray. Its primary purpose is to deliver the Scottish Government's strategy in relation to drugs and alcohol by bringing together many different agencies and coordinating a partnership approach to tackling the problems associated with substance use.

Moray College (UHI)

Moray College is a further education college based in Elgin. It also has learning centres in Buckie, Forres and New Elgin. It is part of the University of the Highlands and Islands.

Moray Council

Moray Council is the unitary local authority responsible for delivering a range of public services across Moray. Services represented within the MCJP include:

Children's Services – responsible for safeguarding, supporting and promoting the wellbeing of children and young people

Community Safety – covers a range of issues including anti-social behaviour, fire and home safety, road safety, violence reduction and alcohol as a cause of community safety issues

Criminal Justice – provides social work services to the criminal justice system, supervising and supporting people who have committed offences, managing the risks they pose and helping them to reintegrate into the community.

Housing Services – fulfils Moray Council's role as a social housing landlord, providing tenancy management, estate management and other housing functions

Youth Justice Services – works with young offenders aged 8-18 years. The work is directed by the Scottish Government Youth Justice Plan as well as, at a local level, the Moray Youth Justice Strategy Group. The key objectives are to reduce youth offending and the impact of this behaviour on communities throughout Moray.

Moray Women's Aid

Moray Women's Aid is the largest provider of support services to women and children experiencing domestic abuse/violence in Moray. Services include the provision of safe accommodation, both at Marleon House and within the community, community support, professional counselling, drop-in centres and peer support groups. Marleon House provides a safe and secure environment, a place where women can take time out to resolve issues and receive appropriate support and encouragement to empower them to move forward with their lives with confidence.

The organisation provides a holistic service to women and children and thus works extensively with partner agencies to ensure that everyone entering the service is offered services appropriate to their individual needs. The Children and Young Person's project provides both in-reach (Marleon House) and outreach support (within schools) throughout Moray. Services provided at our purpose-built premises include a fully equipped children's playroom, teenagers' room and a secure garden. Services include a crèche, mother and toddler

group, after school clubs and one to one sessions to tackle issues like bullying, anger management, feelings and healthy relationships.

NHS Grampian

The purpose of NHS Grampian is to improve the health of people in the north east of Scotland and beyond, provide high quality services for patients and help people choose the best ways to look after their health.

Police Scotland

Police Scotland is responsible for policing across Scotland and is the second largest force in the UK after the Metropolitan Police.

The Service is led by a Chief Constable and comprises police officers, police staff and special constables who work together to deliver the best possible policing service for the people of Scotland.

Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities in Scotland.

SACRO

SACRO is a Scottish community justice organization which works to create safer and more cohesive communities across Scotland. SACRO provides a wide range of services spanning all aspects of the community justice continuum. These range from conflict resolution to preventing the escalation of disputes to supporting prisoners on release. All of SACRO's services are designed to create safe and cohesive communities by reducing conflict and offending. The organization works with a broad range of people, including those harmed by crime and those responsible for that harm.

Scottish Courts and Tribunals Service

The Scottish Courts & Tribunals Service provides administrative support to Scottish Courts and Tribunals and to the judiciary of courts, including the High Court of Justiciary, Court of Session, sheriff courts and justice of the peace courts, and to the Office of the Public Guardian and Accountant of Court.

The Community Justice (Scotland) Act 2016 does not require statutory partners to carry out their duties in a way that would conflict with existing statutory duties. The role of Scottish Courts and Tribunals Service is carried out to the extent that it does not conflict with its role of supporting the courts, or influence sentencing decisions.

Scottish Fire and Rescue Service

The Scottish Fire & Rescue Service works in partnership with communities and others in the public, private and third sectors, on prevention, protection and response, to improve the safety and well-being of people throughout Scotland.

Scottish Prison Service

The Scottish Prison Service provides services that help to transform the lives of people in their care so they can fulfil their potential and become responsible citizens. It seeks to protect the public and reduce reoffending through safe and secure custodial services that empower offenders to take responsibility and fulfil their potential.

Skills Development Scotland

Skills Development Scotland is the national skills agency and aims to ensure that all individuals have the right skills and confidence to secure good work, progress in their careers and achieve their full potential. It also seeks to equality of opportunity for all.

tsiMoray

tsiMoray provides support to Moray's third sector to enable its full participation in the sustainable development of Moray. It also supports and promotes volunteering, community groups and social enterprises and promotes communication and collaboration between all of these organisations and between them and local public sector organisations.

Victim Support Moray

Victim Support Moray provides support and information services to victims and witnesses of crime. This support is provided by staff and volunteers in national and local offices and court-based services. It is independent of Police Scotland and the Scottish Courts.



**Moray
Community Planning
Partnership**