

Falkirk Community Justice Partnership Outcomes Improvement Plan

2024 - 2030



Dollar Park Walled Garden

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1. Introduction

The Falkirk Community Justice Partnership are committed to preventing and reducing further offending by addressing its underlying causes. We plan and deliver community justice services to provide safe management and effective support to those who have broken the law. We want to ensure outcomes and interventions for those who have committed an offence are proportionate and maximise opportunities for rehabilitation and desistance from crime, to help people (re)integrate into the community and realise their potential for the benefit of all citizens.

The Community Justice Outcomes Improvement Plan sets out the Partnership's pledge to secure better outcomes for people with convictions, victims and witnesses, families and communities in Falkirk.

The Community Justice (Scotland) Act 2016 places planning at the local level where decisions can be made by people who know their area best. Our Community Justice Partnership is made up of statutory and third sector partners who are committed to sharing information, providing advice and assistance, co-ordinating activities and funding activities together.

2. Context

The Falkirk Community Justice Partnership was established in response to the Community Justice (Scotland) Act 2016, which saw a transfer of responsibilities from regional Community Justice Authorities (CJAs) to local Community Planning Partnerships (CPPs). The legislation introduced requirements in relation to the achievement of national and locally determined outcomes and established a national body, Community Justice Scotland, to oversee these arrangements.

A revised National Strategy for Community Justice was published in June 2022 and this was underpinned by an associated Delivery Plan the following year. The National Strategy Defines Community Justice as “organisations working together to ensure that people who

have offended address the underlying causes of their behaviour and pay back to their communities as appropriate.” It emphasises a need to “encourage rehabilitation, reduce reoffending, and protect the public, leading to fewer victims and safer communities.” It sets out four key aims:

- Optimise the use of diversion and intervention at the earliest opportunity.
- Ensure that robust and high-quality community interventions and public protection arrangements are consistently available across Scotland.
- Ensure that services are accessible and available to address the needs of individuals accused or convicted of an offence.
- Strengthen the leadership, engagement and partnership working of local and national community justice partners.

The National Community Justice Performance Framework was also revised in 2023. This framework defines common outcomes across Scotland and provides transparency over progress in achieving improved outcomes. Community Justice Partners have a statutory duty to progress and report on nationally determined outcomes and indicators. Community Justice Scotland created an Improvement Tool to complement the national framework at local level.

3. Local governance arrangements

The Falkirk Community Justice Partnership is responsible for preparing, delivering on and the reviewing of a Community Justice Outcomes Improvement Plan (CJOIP) for the Local Authority area. The revised CJOIP is enacted from 1st April 2024 and further review will take place in the event of a new: National Strategy for Community Justice; Community Justice Performance Framework; and/or Local Outcomes Improvement Plan (The Falkirk Plan).

Membership¹ of the Falkirk Community Justice Partnership includes representatives from the following statutory and non-statutory partner agencies:



The Community Justice Partnership meets quarterly to oversee delivery of improvement actions. The Community Justice Partnership reports to the Public Protection Chief Officers Group, who in turn have a direct reporting line into the Community Planning Leadership Board.

The partnership has identified reporting leads and key partners for improvement goals, who will have responsibility for appointing membership of any sub-groups, devising SMART project plans, and developing performance methodology with cognisance of the national Community Justice Performance Framework. Reporting leads are responsible for providing performance updates and will assist in the collation of an annual report to Community Justice Scotland.

¹ The Crown Office and Procurator Fiscal Service have adopted a sheriffdom model for engaging in Community Justice Partnership activity.

Third Sector organisations are represented on the partnership via the local Third Sector Interface, CVS Falkirk. Individual organisations with a role in delivering community justice activity are invited to attend partnership meetings on a regular or occasional basis as appropriate. The partnership has also established a working relationship with the Safe and Empowered Communities Forum hosted by CVS Falkirk. The group features representation from a range of third sector organisations within the Falkirk area and there is a focus on the intrinsic link between feeling safe and a sense of community belonging, inclusion and empowerment.

4. Falkirk Community Planning Priorities

When refreshing the CJOIP, partners must have regard to the Local Outcome Improvement Plan (known locally as the Falkirk Plan) which was produced by the Community Planning Partnership under the Community Empowerment (Scotland) Act 2015. The current Falkirk Plan sets the strategic direction for community planning in Falkirk to 2030. The key priorities within the plan were agreed by looking at evidence, speaking to communities and identifying persistent and pervasive issues within our communities. The following priority themes had been agreed:

1. Working in Partnership with Communities
2. Poverty
3. Mental Health and Wellbeing
4. Substance Use
5. Gender-Based Violence
6. Economic Recovery

The Community Justice Partnership will take cognisance of these priorities during delivery of improvement activity. Throughout the lifetime of this plan, we will be working with partners, the third sector, communities, Community Justice Scotland, and other stakeholders to develop our response to these priorities.

5. Falkirk Community Profile

According to the National Records of Scotland, Falkirk had the 11th highest population in 2021 out of all 32 council areas, at 160,700 residents. Three localities make up the Falkirk Council area:

- East Locality (Bo'ness and Blackness, Grangemouth and Upper Braes)
- Central Locality (Falkirk North, Falkirk South and Lower Braes)
- West Locality (Denny and Banknock, Bonnybridge and Carse, Kinnaird and Tryst)

The Recorded Crime in Scotland Report (2023) found that total recorded crime per 10,000 population was 486, a lower rate than the Scottish national average at 528. However, the 2023 Reconvictions Rates study of the 2019-20 offender cohort also found that reconviction rates for courts in Falkirk were the highest in Scotland.

Assessment of strategic needs and strengths in relation to community justice identified a number of complex needs to address in order to improve life chances and prevent further offending in the Falkirk area. These include: health; mental health; substance use; attitudes to offending; relationships with friends and family; financial difficulties; availability of suitable housing; education and training; and employment.

6. Participation statement

We want our plans to reflect the voices of all people and groups affected by Community Justice issues. The participation statement sets out who we have spoken to, what methods we have used to gain their views, what we asked, and what people said.

Statutory Partners

In addition to quarterly partnership meetings, the Community Justice Coordinator held individual meetings with statutory partners to identify progress of planned activity for 2020-2024 and discuss future activity.

A Planning Development Day was held in September 2023 and attended by statutory partners, third sector agencies and representatives from Community Justice Scotland. The primary objective of the session was to undertake a self-evaluation exercise using the Care Inspectorate's Guide to Self-Evaluation for Community Justice in Scotland (2023). Methodology and key focus areas were discussed in advance of the session and it was agreed that planning & delivering services collaboratively and shared vision, values & aims were of highest priority to the partnership. We also used the opportunity to review our approach to self-evaluation as a means of securing improvement.

Partners felt that all quality indicators showed some strengths, ranging from adequate to very good. It was resolved that the following actions were required to produce and deliver a high-quality Community Justice Outcomes Improvement Plan.

- Review membership to improve links to the wider Community Planning Partnership
- Improve communication with the Public Protection Chief Officer Group, ensuring they are kept informed of arising challenges in relation to community justice and take appropriate action at senior level when required.
- Raising awareness of the distinction between Justice Services and the Community Justice Partnership
- Induction to be given to new partnership members.
- Commitment from all partners to prioritise meeting attendance and shared ownership of community justice responsibilities.
- Appropriate deputies to be identified to minimise meeting absences.

Third Sector

CVS Falkirk represented local third sector organisations at quarterly partnership meetings. These meetings were also attended by the Cyrenians Service Manager, at first in their role as Chair of the third sector forum “Safer Communities Forum”, and then in their capacity as one of the contracted service providers for Justice service users.

CVS Falkirk also hosts a Safer and Empowered Communities Forum, replacing the group known as the Safer Communities Forum as of 2023. The group features representation from a range of third sector organisations within the Falkirk area and there is a focus on the intrinsic link between feeling safe and a sense of community belonging, inclusion and empowerment. The Community Justice Co-Ordinator is invited to attend these meetings as a regular member and provides updates on community justice activity as well as securing involvement in decision making where appropriate.

Outwith partnership meetings and the forum meetings, the Co-Ordinator met with a range of third sector organisations on a 1:1 basis, or with other Forth Valley Co-Ordinators where the scope of service suited. This included organisations such as Cyrenians, Change, Grow, Live and Transform Forth Valley who are contracted to deliver services for community justice partners. We also liaised with organisations who have a primary role in supporting victims of crime, such as Victims Support Scotland, and organisations representing families affected by imprisonment, such as Families Outside.

A third sector drop-in consultation session was held in March 2024 and invitations were extended to local third sector organisations via the Safer and Empowered Communities Forum circulation list. The session was organised as opportunity for organisations to find out more about the Community Justice Outcomes Improvement Plan refresh and give feedback on draft improvement goals. Attendees discussed the role of the third sector in reducing the stigma associated with those in our justice system and noted the importance of ensuring everyone has opportunities to participate in activities regardless of an offending history. The importance of good communication and links with third sector organisations was also noted, particularly regarding diversion activity and voluntary throughcare.

People with Protected Characteristics

We have taken action to ensure planned partnership activity is cognisant of people with protected characteristics outlined under the Equality Act, 2010. Attendance at the (now defunct) Safer Communities Forum meetings, and later Safer and Empowered Communities Forum meetings, helped to facilitate engagement with third sector organisations who represent people with protected characteristics such as Shaki, LGBT Youth Scotland, Central Advocacy Partners and Central Scotland Regional Equality Council (CSREC).

Community Justice Partners will continue to ensure that people have access to Interpreter Services were required to support their engagement with their services. Each partner agency will identify any additional measures to be implemented in order to ensure compliance with the British Sign Language (BSL) Act, 2022.

The Falkirk Community Justice Communication and Engagement Strategy will be updated and this will include raising awareness of interpreter and translation services to support participation in future consultation activity.

Community Justice Scotland

National advisory body, Community Justice Scotland, have undertaken a link project to improve engagement with Community Justice Partnerships by providing named contacts within the Improvement Team who can act as a point of contact for each area on behalf of the wider organisation. The Community Justice Co-Ordinator and Partnership Chair have met with the link Improvement Lead on a regular basis to inform, and seek advice on, the development of the revised Community Justice Outcomes Improvement Plan. The link Improvement Lead is also invited to attend Partnership meetings to provide national updates and provide guidance from a national perspective where applicable. They were also present for the Development Session held in September 2023.

A copy of draft improvement activity was sent to Community Justice Scotland for feedback. They recognised that the way the action plan is set out, aligned to each of the

national outcomes, addresses s19(2)(c) of the Act which says that the plan should set out, in relation to each of the national outcomes, the actions partners intend to take to achieve or maintain achievement of the outcome. They were also welcoming of the approach to leadership which recognises a breadth of participation from partners and stakeholders in addition to the named reporting leads. It was recommended that “actions”, which will remain flexible and dynamic throughout the lifespan of this long-term plan, are renamed as “goals” to distinguish between the SMART (Specific, Measurable, Achievable, Realistic and Timebound) actions which will underpin them.

Justice population

A focus group was held with the Social Work Team at the local HMP & YOI Polmont to gain a better understanding of the challenges faced by the justice population as they prepare to transition from a custodial setting, back to the community. It was understood that one of the main challenges for prisoners, and the staff that support them, is a lack of knowledge regarding support in each local authority area as these can differ so vastly, particularly in regard to voluntary throughcare providers. There were discrepancies between the support provided by community services to assist with the transition process and how this works in practice as it may be difficult to determine who is eligible to access which support. There was uncertainty around the impact that changes in legislation, such as the Bail and Release from Custody Act (2023), would have.

Throughout the lifespan of this Community Justice Outcomes Improvement Plan, we hope to continue to develop understanding of the experiences of those with a lived experience of the justice system through the development of outcomes tools such as the Justice Services Client Exit Questionnaire and Outcomes STAR.

7. Community Justice in Action

The Community Justice Partnership made a number of key achievements throughout 2020-2024, under delivery of the previous edition of the Community Justice Outcomes Improvement Plan. Some of the work undertaken included:

Initiatives to improve access to services

The Tackling Inequalities, Improving Outcomes (TIIO) project was a partnership initiative to reduce the health inequalities and improve the health and wellbeing of the people in the criminal justice system by addressing the issues impacting on the individual's health and wellbeing to support their engagement with Community Payback Orders (CPOs) / licence interventions that address their offending behaviour.

An important element of the TIIO project has been the support that staff provided for clients to access and engage with universal services. As well as assertive linkage with services (including making appointments, sending reminders, and accompanying clients to appointments), staff have provided a degree of advocacy and support during appointments with universal services.

TIIO supported clients subject to community sentences or licences to:

- Optimise levels of physical and emotional health & well-being
- Reduce stigma and promote social inclusion
- Engage with substance misuse services
- Be better supported to manage their recovery
- Promote community safety and well-being
- Improve self-management skills
- Connect to local communities and feel less socially restricted and isolated
- Be supported to be independent and manage long-term conditions
- Increase social skills

Keepwell within Justice Services

Justice Services worked in partnership with NHS colleagues to ensure ongoing provision of a co-located Keep Well nurse 3 days each week to conduct keep well assessments and provide healthcare advice and support, especially to those who have difficulty in accessing GP services.

The outcomes of Keepwell appointments were varied depending on the needs of the service users. These included:- GP registration and telephone triage appointments; organised appointments for secondary care and preparation for the appointment; basic mental health support / referrals, i.e. Woodlands; referral to mental health nurse; psychology support preparing for appointments; alcohol intervention; referral for alcohol support from other agency; referral to Addictions Support and Counselling; referral to Change, Grow Live; referral to drug use intervention from other agency; suicide intervention; referral to dentist; support to attend a dentist; advice on nutrition, healthy snacks budgeting and recipes; exercise advice; support with isolation; support with hearing aids; referral to support with volunteering and employment; referral for arranging a carer; referral to Occupational Therapy; and men and woman's general health advice.

Overcoming barriers to universal support (Social Inclusion Project)

The Social Inclusion Project (SIP) aims to bring multi-disciplinary agencies/services together to coordinate and commit to the intensive case management of identified individuals across the Falkirk local authority area. The project aims to help those who face barriers or exclusion from universal services, improving their life opportunities and reducing likelihood of further offending. The multi-disciplinary approach of the project is essential to the delivery of effective and responsive recovery planning that ensures the appropriate support and intervention opportunities are available and accessible for the individual.

SIP supports individuals who are not currently subject to community orders with Justice Services. Those who are on a Justice order may instead be considered for the Tackling Inequalities, Improving Outcomes project.

Providing support from the point of arrest

An Arrest Referral Service is in operation at Falkirk Police Station to offer drug and alcohol support to individuals in need from the point of arrest. The service is funded by the Alcohol and Drug Partnership and meets cross-cutting aims of early intervention. Partnership working between the ADP, Police Scotland, NHS, Change Grow Live and Falkirk, Stirling and Clackmannanshire Councils has been essential.

The service aims to provide an early intervention response to those in custody by offering a person-centred approach, supporting people from the point of arrest. In practice this looks like:

- Provision of Recovery Workers
- Co-located services
- Provision of injecting equipment
- Naloxone provision
- Alcohol Brief Interventions
- Resources made available to help and support
- MH support available during periods of high stress and anxiety
- Veteran service assistance available for ex service personnel

Initiatives to improve visibility of unpaid work

Falkirk Justice Services have a dedicated email inbox for unpaid work requests from internal and external agencies and communities. Requests for unpaid work support for local projects are assessed for eligibility and work that concerns community safety, reducing the fear of crime or environmental improvements to public spaces are particularly welcomed.

The email inbox allows local services to request support with projects so that stakeholders are given a say in how unpaid work can benefit public spaces or service

users. The email inbox has been shared with elected members to enable them to access, suggest projects and request services from Unpaid Work.

Falkirk's Unpaid Work Team received national media recognition for their work with Cyrenians in the transformation of the walled garden in Dollar Park after a visit from the then Cabinet Secretary for Justice and Veterans, Keith Brown, in 2021.

The Senior Supervisor of the Unpaid Work Team spoke on the value for individuals carrying out unpaid work in the garden, saying "There is trepidation sometimes... but by the end of the day they've completely changed their attitude and ask if they can come back tomorrow." and "there are quite a few who come back and say 'I've got a job' because of the skills they learned when they were here", Some people have taken such pride in what they've achieved that they've returned as volunteers following the end of their work order.

The project is a good example of what unpaid work can bring to Falkirk's local third sector and the communities that benefit, with Cyrenians noting "we couldn't get through our work without the input from them and likewise – it's a good working partnership"

The Cabinet Secretary also voiced praise for the work undertaken, stating "We find by and large we have less recidivism from people who get a community sentence, compared to those who go to prison. As long as the community feels safe, if the people that are doing the work get something good out of it, then that's got to be a good thing."

Overcoming employability barriers

A justice employability pipeline is in operation for people on a CPO and individuals can have hours allocated as part of "other activity". The service is delivered by Cyrenians and jointly funded by Justice Services and Employability and Training Unit (ETU).

The service has a person-centred approach and can deliver on a 1:1 basis or as part of a groupwork programme. SVQs can be delivered as part of a Falkirk Employability Award. Individuals are supported on a 1:1 basis on breaking down barriers to employment. This includes supporting people to write CVS and letters of disclosure.

The Justice Employability project helps clients with positive use of time, the majority being support towards work but also volunteering or education if work isn't suitable.

Building confidence and breaking down barriers that have prevented clients from moving forward into work, volunteering, further education or training. The service aims to educate clients on how to disclose their convictions to potential employers in a controlled way and explain to them about their convictions (e.g. when do they become spent convictions.)

Cyrenians have also been delivering an outreach service for justice service clients since June 2021. The following support has been carried out with clients:

Community Integration

- Community Exploration, where staff and client engage in a walk around the community, speaking about services, groups and organisations.
- Barrier Breakdowns, where a specific barrier is hampering integration, specific sessions aimed at resolving this. (e.g., Scared to use bus in to town).

Wellbeing

- Addressing Isolation. Similar to exploration, but solely targeted at groups, hobbies and interests of the clients and then tailoring this with what's available in the community
- Lifestyle Changes. The support here can range from healthy eating to active lifestyles, drug and alcohol signposting, etc. This is a lighter touch than the step below.

Employment

- Volunteer Search. These sessions were aimed at anything from showing the range of opportunities present in the client's community to helping them apply for these opportunities. This will involve work alongside local TSIs and groups such as Volunteer Scotland.
- Employment Search.

The outreach service has received positive feedback from staff and clients since it began. One client who received support said, *"finally see a bit of light, after some dark months"*.

8. Improvement Goals

The Community Justice Partnership have worked with a range of stakeholders as part of a Strategic Needs and Strengths Assessment to evaluate what we currently do to meet priorities, what current practice we value and think we can do better in partnership, and new areas of activity that will help us to meet these priorities together.

The following logic models show activities that will be carried out to progress national outcomes and what we will invest in their delivery. They also show local outcomes we hope to achieve in the short, medium and longer term.

Reporting partner organisations will be responsible for leading the development of dynamic SMART (Specific, Measurable, Achievable, Realistic and Timebound) actions and associated performance methodology to achieve and monitor the delivery of these goals.

National Outcome: More people successfully complete diversion from prosecution.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
1.	Implement recommendations from the diversion review	Falkirk Council Police Scotland Scottish Fire & Rescue Service	Justice Services/ Crown Office Procurator Fiscals Service	Partners have a better understanding of people's experiences of diversion from prosecution.	Partners work together to ensure a range of activities and support are provide to address the needs of those subject to the intervention.	Partners are resourced and funded to develop additional activities and initiatives to support individuals referred to the scheme.

		<p>Crown Office Procurator Fiscals Service</p> <p>People receiving diversion.</p> <p>Victims of crime</p> <p>Alcohol & Drugs Partnership</p> <p>NHS Forth Valley</p> <p>Health & Social Care Partnership</p> <p>Third Sector</p>		<p>Partners are in a better position to</p> <p>assess whether the use of</p> <p>diversion from prosecution is</p> <p>appropriate in the local authority</p> <p>area.</p> <p>Partners have an improved understanding of</p> <p>what works in delivery of diversion and</p> <p>identify any barriers that exist.</p>	
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National Outcome: More people in police custody receive support to address their needs

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
2.	Maximise the number of referrals to the Arrest Referral Service	Police Scotland Alcohol & Drugs Partnership Change Grow Live People who have been arrested	Alcohol & Drugs Partnership Lead / Police Scotland	Health interventions at arrest referral and in Police custody suites are effective and consistently delivered. There is effective, appropriate, and timely information sharing between partners supporting arrest referral.	All people in Police custody with identified substance use are offered support from point of arrest.	

National Outcome: More people are assessed for and successfully complete bail supervision.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
3.	(a) Systems are in place than enable identification and assessment of individuals appearing at Court from Police custody who may be suitable for supervised bail.	Justice Services Police Scotland GeoAmey Scottish Courts & Tribunals Service (SCTS) Crown Office and Procurator Fiscal Service (COPFS)	Justice Services COPFS SCTS	There is effective information sharing between partners/ access to systems to support the assessment process to ensure individuals who are suitable can be considered for supervised bail.	Community Justice Partners are resourced to provide suitable supports to individual subject to supervised bail.	

	(b) Referral pathways are in place that support identified needs of people on bail supervision.	Justice Services Falkirk Council NHS Forth Valley Third Sector Alcohol & Drugs Partnership Health & Social Care Partnership	Justice Services	Individuals are provided with support to address their needs whilst on supervised bail.		
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National Outcome: More people access services to support desistance and successfully complete community sentences.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
4.	Justice Services are resourced to meet the increased demands for placements on Programmes: Caledonian or MF2C	Falkirk Council Scottish Government	Justice Services	Programmes are able to be resourced locally with appropriately trained staff to deliver the interventions. Individuals are supported to access and participate in programmes.	National Oversight Groups for programme accreditation and delivery take account of the increased demands and resourcing issues.	Improved funding for programmes delivery to enable increased capacity for delivery. More individuals have access to programmes at an earlier stage of their order.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
5.	Continue, develop, and sustain delivery of co-located support services within Brockville	Falkirk Council Keep Well Nurses Third Sector NHS Forth Valley Health & Social Care Partnership Justice Service Clients	Justice Services	Barriers to accessing universal services are better understood and more easily addressed. Justice Service clients have easy access to a wide range of support. Community justice practitioners work in partnership to deliver appropriate support / interventions.	There are effective and seamless transitions in place to ensure Justice Clients maintain access to universal support and specialised services	Everyone is able to access support for their basic needs. Everyone on a community order or licence has the opportunity for rehabilitation and reintegration.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
6.	Improve the gathering of feedback from individuals exiting services at the end of their order/licence/intervention period.	Falkirk Council Third Sector HSCP NHS Forth Valley	All partners	Partners have a better understanding people's experiences of Community Justice and evaluation of service delivery.	Partners can adapt service delivery, identify deficits, gather evidence to support new initiatives based on evaluation feedback.	There is greater desistance from offending among those who have undertaken a community disposal

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National Outcome: More people have access to, and continuity of, health and social care following release from a prison sentence.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
7.	Establish a short life working group focused on health and social care planning for people released from prison.	Falkirk Council Scottish Prison Service Health & Social Care Partnership NHS Forth Valley Third Sector People leaving prison	NHS Forth Valley/Health & Social Care Partnership	We have established networks between organisations involved in health and social care within custody and community settings. We have identified pre-release planning priorities	There is better collaboration within organisations and between organisations working across the custody and community settings	There is continuity of care for everyone on release from custody.

National Outcome: More people have access to suitable accommodation following release from a prison sentence.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
8.	Continue delivery of the SHORE standards for people on release from prison.	Falkirk Council Scottish Prison Service Justice Services People leaving prison	Housing Service	There is a clear housing pathway for people leaving prison. We have established methods of contacting other local authority areas to prepare people transitioning in and out of the Falkirk area.	People leaving prison know where they are going to live on release.	Everyone leaving prison has a clear housing plan in place

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
9.	Increase the number of people leaving prison who have been housed by the local authority and have maintained tenancy for more than 1 year.	Falkirk Council Scottish Prison Service People leaving prison	Housing Service	There is a clear housing pathway for people leaving prison.	We have an improved understanding of the support required to maintain tenancies	Everyone leaving prison is aware of the housing support they are entitled to and equipped with the knowledge and life skills in order to maintain tenancies

National Outcome: More people with convictions access support to enhance readiness for employment.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
10.	Develop relationships with LEP partners and local employers to understand and provide the support required for the recruitment of people with convictions.	Falkirk Council Skills Development Scotland Local Employability Partnership Local Employers Third Sector	Education & Training Unit / Skills Development Scotland	Links are established with local employer networks. Local employers are more aware of legislation and guidance for recruiting people with convictions	Local employers are able to recognise potential in recruiting people with convictions and feel supported to recognise and manage risks where applicable.	Barriers to the recruitment of people with convictions are reduced.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
11.	Increase Justice Service client access to a range of training / employability options.	Falkirk Council Skills Development Scotland Local Employability Partnership Third Sector	Justice Services / Education & Training Unit / Cyrenians	Justice Services is utilised as a point of access for support for health and employability		

National Outcome: More people access voluntary throughcare following a short-term prison sentence.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
12.	Review and develop information sharing processes to support people returning to the community from a short-term prison sentence.	Falkirk Council Scottish Prison Service Third Sector People leaving prison and their families	Justice Services	Partners understand information sharing needs to support people serving short term sentences	Partners collaborate and lawfully share information about people being released from prison after serving a short sentence to ensure they are able to receive the right support during reintegration into the community.	

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
13.	Increase proportion of people liberated from short term custody: i) made aware of support ii) accepting support offer iii) with a co-ordinated pre-release plan in place.	Falkirk Council Scottish Prison Service Third Sector People leaving prison and their families	Justice Services Third Sector partners (under new voluntary throughcare delivery model)	Links between custodial settings and community partners are strengthened through effective information sharing when delivering throughcare services.	Everyone leaving custody is aware of support available to address their needs	Everyone leaving custody is engaged in an appropriate pre-release support plan

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
14.	Identify all current throughcare services and improve communication between providers and partners.	Falkirk Council Scottish Prison Service Third Sector People leaving prison and their families	Justice Services Third Sector partners (under new voluntary throughcare delivery model)	We have an effective method of gathering information to understand who is delivering throughcare services to which individuals and what the focus of support will be from each.	We have an improved understanding of the most appropriate throughcare support for individuals leaving custody	

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
15.	Establish mechanisms to understand the views of community justice partners in delivering voluntary throughcare to support the needs of people leaving short term custody.	Falkirk Council Scottish Prison Service Third Sector People leaving prison and their families	Justice Services/Scottish Prison Service/community justice coordinator/third sector	We have a plan in place to capture feedback from community justice partners involved in the delivery of voluntary throughcare	We have an improved understanding of the reasons people leaving custody may opt in or out of a voluntary throughcare service	Everyone leaving custody is engaged in the appropriate support for their throughcare needs

National Outcome: More people across the workforce and in the community understand, and have confidence in, community justice.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
16.	Review accepted terminology and adopt a common language.	Third Sector Alcohol & Drug Partnership Local Employability Partnership Health & Social Care Partnership NHS Forth Valley Community Planning Partnership Falkirk Council Police Scotland Scottish Courts & Tribunals Service Crown Office & Procurator Fiscals Service Skills Development Scotland Communities People in the justice system and their families Victims of crime	Community Justice Coordinator	The partnership leads the way in progressive language to avoid stigmatisation.	All front line practitioners are aware of and utilising appropriate terminology.	People with convictions face less stigmatisation and have increased capacity to pursue positive opportunities.

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
17.	Review and deliver the Communication and Engagement Strategy for Community Justice in Falkirk	Third Sector Alcohol and Drugs Partnership Local Employability Partnership Health & Social Care Partnership NHS Forth Valley Community Planning Partnerships Falkirk Council Police Scotland Scottish Courts & Tribunals Service Crown Office & Procurator Fiscals Service Skills Development Scotland Communities People in the justice system and their families Victims of crime	Community Justice Coordinator	Partners have maintained and developed relationships with relevant third sector agencies to strengthen partner communication with organisations who support those in the justice system, victims of crime and families affected by imprisonment.	Key partners have established engagement mechanisms with key stakeholders such as Falkirk Communities, Third Sector Organisations, people in the justice system, victims of crime and families affected by imprisonment	Everyone in Falkirk has a better understanding of Community Justice Victims of crime have greater confidence in the justice system. Families affected by imprisonment feel supported to build resilience.

Improved Collective Leadership and engagement supports achievement of shared community justice outcomes

Action ref no.	Goal	Participation	Reporting partner(s)	Short term outcome	Medium term outcome	Longer term outcome
18.	Implement improvement activities identified through self-evaluation	Falkirk Council Police Scotland NHS Forth Valley Health & Social Care Partnership Third Sector Scottish Fire & Rescue Service Skills Development Scotland Scottish Courts & Tribunals Service Crown Office & Procurator Fiscals Service	Community Justice Coordinator	All partners are aware of and work towards a shared vision The partnership has identified a programme of self-evaluation Services are planned and delivered in a more collaborative way	Our shared vision, values and aims are evident in everything partners deliver together We are able to evidence improvement through self-evaluation	Our shared vision, values and aims are evident in everything partners deliver together and as individual organisations