

**REPORT TO NORTHERN COMMUNITY JUSTICE AUTHORITY – 12/06/2015**

**REPORT ON THE PERFORMANCE AND MONITORING OF CRIMINAL JUSTICE SOCIAL  
WORK SERVICES Quarter 4, 2014/15**

**1 Purpose of Report**

- 1.1 To provide performance and monitoring information in respect of Criminal Justice Social Work Services (CJSWS).

**2 Background**

The Northern Community Justice Authority Area Plan 2007 – 2008 set as a strategic priority the development of a system for monitoring the performance of local authority CJSWS. The Management of Offenders (Scotland) Act 2005 places statutory reporting duties upon Community Justice Authorities and Chief Officers requiring “local authorities to have in place...arrangements which support continuous improvement”.

- 2.1 As agreed by the Northern Community Justice Authority (NCJA) a quarterly report should be submitted to the NCJA detailing the performance of CJSWS. The following measures have been agreed:

Quarterly:

1. Average number of hours per week taken to complete the unpaid work / other activity element of orders
2. Breach rates for probation orders/CPO supervision, orders with unpaid work and no supervision and prison licences
3. Total number of new Community Payback Orders made during the period by authority and requirement type.
4. Number and proportion of offenders sentenced to Community Payback Orders (unpaid work) whose placement started within seven working days of the date of disposal.
5. Percentage of new Community Payback Orders (supervision) seen within 5 working days of the order being made.
6. % of Community Payback Orders (supervision) where first scheduled review is carried out within 3 months of the date of disposal.

Six Monthly:

- 7 Percentage of offenders who felt supervision helped them to reduce their offending – Due June and December
- 8 Percentage of offenders identifying an issue and where there was an improvement in relation to that issue. – Due June and December
- 9 Promoting and raising the profile of Community Payback Orders. – Due June

Annually:

- 10 Percentage of Criminal Justice Social Work Reports submitted to courts on time. - Due September 2015
- 11 New orders in the financial year, based on annual aggregate return to Scottish Government. – Due September 2015
- 12 Number and percentage of offenders completing a Community Payback Order with a supervision requirement where there is a reduction in the level of assessed needs at the end of the period as compared to the beginning. – Due June 2015
- 13. Number of offenders completing the Caledonian programme, Constructs and Joint Sex Offender Project (JSOP). – Due June 2015
- 14. Number and proportion of offenders where unpaid work placement is greater than seven days - breakdown by reason - collated annually following submission of the Community Payback Order Unit return. – Due February 2017
- 15. Examples of unpaid work carried out by individual and work party placements in the local authority. – Due September 2015

2.4 The Performance Report includes updates on progress in working towards the achievement of Northern CJA Area Plan Objectives and annual Action Plan actions as follows:

<b>Area Plan 2014-17 Objectives</b>	<b>Action Plan 2014-15 Actions</b>
Reducing Reoffending	<ul style="list-style-type: none"> <li>• Reduce 1 year reconviction rate for 2013/14 cohort of offenders by 4% (08/09 baseline of 30.8%)</li> <li>• Increase the effective use of CPOs with a mental health requirement</li> </ul>
Women Offenders	Ensure provision, and ongoing evaluation, of gender-specific support/interventions
High Risk Offenders	<ul style="list-style-type: none"> <li>• Implement the Moving Forward: Making Changes programme across the NCJA</li> <li>• Deal effectively with perpetrators of violence against women</li> </ul>
Community Sentences	Continue to develop focus on evidence-lead, outcomes based services/performance measurement, ensuring appropriate mechanisms in place for evaluation of services, particularly in relation to Community Sentences
Workforce Development	Continue delivery of training in support of national priorities and local need

### **3 Developments**

- 3.1 A Logic Modelling session was held in Aberdeen on 26 March. Led by the NCJA Planning Officer, this focussed on developing logic models for unpaid work and Drug Testing & Treatment Orders. All local authorities were represented. This is in line with an action from the NCJA Action Plan for 2014-15 under the strategic objective for Community Sentences: Continue to support the increased use of all forms of community sentence where appropriate, such sentences to be delivered appropriately, efficiently and effectively, and ensure that custody is used for offenders who pose a significant risk to our communities.
- 3.2 The purpose of developing the logic models is to identify the inputs, outputs and the short, medium and long term outcomes criminal justice social work is seeking to achieve. Draft models have been developed and were considered by the Performance & Practice group on 12 May. A further meeting is being organised to further consider the models and how evidence might be gathered to show the outcomes are being delivered. This work will be presented to the NCJA at a future meeting. Another benefit of these models is that they are a simple and effective way of presenting what criminal justice is setting out to achieve and can be used with offenders, stakeholders and the public.

### **4 Legal/Financial/Equality Implications**

- 4.1 There are no implications arising from this report.

### **5 Recommendations**

It is recommended that Members consider the performance report and management actions to improve performance.

Bill Alexander  
**Director of Care & Learning - Highland Council**

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Date: 4<sup>th</sup> June 2015

Section 1 - Performance Indicators

Quarterly PI: Average number of hours per week taken to complete the unpaid work / other activity					Authority figures for last 4 Quarters & NCJA total trend
	Q1	Q2	Q3	Q4	
	14/15	14/15	14/15	14/15	
Shire	3.45	4.27	4.2	3.2	
Aberdeen	3.38	3.5	3.19	3.2	
Eilean Siar	5.27	6.6	14.4	7.3	
Highland	3.80	4.3	4.6	3.7	
Moray	3.84	3.5	4.4	4.3	
Orkney	6.47	4.8	4.2	7.8	
Shetland	5.34	6.1	5.1	5.1	
NCJA	3.70	3.8	3.7	3.5	
<b>Trend &amp; Management Action (significant comments only)</b>					
Consistent results over the four quarters within Eilean Siar the exception - notably higher than average hours per week. However, trend overall remains consistent.					
<b>Commentary:</b>					
<p><b>Note:</b> This measure traditionally looked at CSO's and Probation 229's but with the introduction of CPO's, CPO's with unpaid work / other activities have been included. Please note that different types of orders have different time spans for completion (e.g. level one CPO has 3 months while the equivalent CSO has 1 year) but this is not a measure of whether the orders were completed in time but rather how quickly.</p>					
<b>Quarterly PI: Breach rates for probation orders/CPO supervision, orders with unpaid work and no supervision and prison licences</b>					
Q4 14/15	Probation/CPO supervision only	CSO/CPO with unpaid work only	CPO Supervision and Unpaid Work combined Orders	Prison licences	
Shire	4.20%	15.52%	5.56%	2.94%	
Aberdeen	3.35%	13.10%	13.67%	2.41%	
Eilean Siar	0.00%	11.76%	1.82%	0.00%	
Highland	1.65%	4.46%	13.84%	5.00%	
Moray	0.00%	25.93%	6.45%	0.00%	
Orkney	0.00%	0.00%	0.00%	0.00%	
Shetland	20.00%	0.00%	4.17%	0.00%	
NCJA	2.50%	12.20%	10.30%	2.30%	
<b>Trend &amp; Management Action (significant comments only)</b>					
Definition s for the above measures have changed following a review in early 2015. As a result the breach rates and trends are markedly different from previous submissions. As can be seen from the above table, a new measure for combined orders (Supervision and unpaid work) has now been included. Breach rates vary significantly notably breach rates for Supervision only in Shetland at 20% and Unpaid work only in Moray at 25%.					
<p><b>Commentary:</b> The main limitation of this data in respect of performance measurement is that offender compliance is somewhat out of local authority's control. Every effort is made, however, to appropriately engage with individuals, whilst meeting National Standards and ensuring a consistent application of standards.</p>					

Section 2 - Performance Framework

Outcome 1 – Reducing Offending

Did supervision help you to stop/reduce your offending?					Authority figures quarter by quarter for Q1, 2 and 3 then quarters 3 & 4 combined.
	Q1 14/15	Q2 14/15	Q3 14/15	Q3 & Q4 14/15	
Shire	100% (26/26)	0% (0/0)	0% (0/0)	100% (33/33)	
Aberdeen	92% (11/12)	100% (11/11)	80% (8/10)	100% (27/27)	
Eilean Siar	100% (2/2)	100% (1/1)	100% (1/1)	100% (3/3)	
Highland	100% (1/1)	100% (2/2)	100% (4/4)	91% (10/11)	
Moray	100% (8/8)	100% (6/6)	100% (1/1)	100% (9/9)	
Orkney	0% (0/0)	100% (2/2)	100% (1/1)	0% (0/0)	
Shetland	100% (4/4)	100% (3/3)	100% (2/2)	86% (6/7)	
NCJA	98% (52/53)	100% (25/25)	89% (17/19)	98% (88/90)	

**Trend & Management Action (significant comments only)**

**General:** NB. This measure changed to a six monthly figure as per the outcome of the review of measures approved in early 2015. Hence the latest column shows a six monthly figure combining Q3 and Q4 as opposed to a quarterly figure.

**Commentary:** This indicator is collected using information from the supervision exit questionnaire for those completing CPO's with supervision. Within this questionnaire a question asks 'Has supervision helped you to stop/reduce your offending?' (Yes/no answer). This is a measure of the offenders' perception at the end of their supervision (recent research suggests that after some years, offenders are more willing to retrospectively attribute more influence to their experience of supervision (Farrall and Calverley, 2006).

Outcome 2 – Community Safety and Public Protection

The number of eligible RSOs completing a relapse prevention plan on completion of a programme

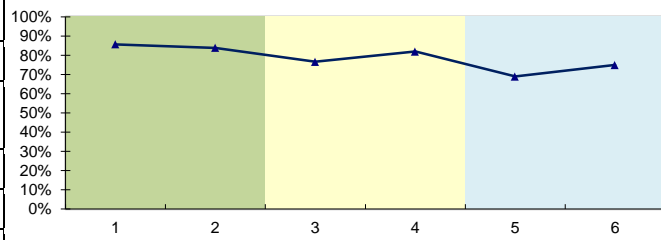
	No. completed during 2014/2015	<u>Comment</u>
Aberdeenshire	12	NB. Following review of the NCJA measures in early 2015, it was agreed that only the count of RSOs completing a programme would be included given the difficulty in obtaining data relating to SAO7 assessments. In terms of relapse prevention plans. All RSOs completing the programme complete a relapse prevention plan and therefore the figure is 100%.
Highland	21	
Moray	1	
Shetland	2	
NCJA	36	

**Outcome 2 – Community Safety and Public Protection (cont)**

<p><b>The number &amp; % of offenders completing a CPO with a supervision requirement where there is a reduction in the level of assessed risk &amp; needs at the end compared to the beginning</b></p> <p><b>Comment:</b></p> <p>The majority of authorities have experienced significant difficulty in obtaining these statistics. However, it is clear that within Shetland there is a method of collation in place and one that may be of use to the remaining authorities. It is therefore recommended that the approach used in Shetland is shared with the wider group with a view to agreeing a process for collation across all NCJA authorities.</p>
<p><b>The number &amp; % of eligible offenders showing an improvement in their psychometric assessment at the end of the Caledonian System (compared to the beginning).</b></p> <ul style="list-style-type: none"> <li>Aberdeenshire had 5 completions and 4 with an improvement which equates to 80% improvement.</li> <li>Aberdeen City has been unable to report on this measure. Aberdeen is experiencing some difficulty in discerning an improvement using the psychometric assessments and are seeking an alternative metric to report. This is in the early stages of consideration.</li> </ul>
<p><b>The number of clients completing the Constructs Programme in the last financial year.</b></p> <ul style="list-style-type: none"> <li>Highland – awaiting figures from Action For Children</li> </ul>

**Outcome 3 – Social Inclusion to Support Desistance from Offending**

<p><b>Percentage of Offenders completing an Exit Supervision Questionnaire for a CPO who identified that they had issues/problems at the start and felt this had improved by the end of supervision</b></p>			
<p><b>Comments about Indicator:</b> The ephemeral nature of the definition of Social Inclusion in National Outcomes &amp; Standards for Social Work Services in the Criminal Justice System (NOS 2010) presents real problems in collecting data for this outcome. It was felt that the best way of collecting data was to use the supervision exit questionnaire for those completing CPO's with supervision. Within this questionnaire there are two questions which provide self-report by offenders on a range of needs (see below). They are simple questions asking if the offender had difficulty with any of the issues before or during supervision and if so, had the problem improved (yes/no answers). There is then an opportunity for the offender to write comments. It is impossible to directly correlate any improvements with help received during supervision.</p>			
<b>Oct to March</b>	<b>No identifying an issue at start</b>	<b>% indicating improvement</b>	<b>NCJA - % of these who felt the problem had improved</b>
<b>HOUSING</b>	Shire	10	100% (10/10)
	Aberdeen	13	54% (7/13)
	Eilean Siar	1	100% (1/1)
	Highland	3	67% (2/3)
	Moray	2	100% (2/2)
	Orkney	1	100% (1/1)
	Shetland	2	50% (1/2)
	NCJA	32	75% (24/32)
<p>Aberdeenshire: "I have had help sorting out my bedroom tax"          Shetland: "I have secured and temporary tenancy"          Highland: "I was in bed and breakfast a lot but I now have a flat"</p>			



Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Employment/Educ/Training	Shire	7	100% (7/7)	
	Aberdeen	7	71% (5/7)	
	Eilean Siar	No Returns	No Returns	
	Highland	4	75% (3/4)	
	Moray	2	100% (2/2)	
	Orkney	1	100% (1/1)	
	Shetland	2	100% (2/2)	
	NCJA	23	88% (22/25)	
<p>Aberdeenshire: "I am now actively seeking employment" Shetland: "I have secured and appointment with Moving On Employment Project and attending local skills centre"</p>				

Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Drugs	Shire	5	100% (5/5)	
	Aberdeen	10	70% (7/10)	
	Eilean Siar	No Returns	No Returns	
	Highland	1	100% (1/1)	
	Moray	2	100% (2/2)	
	Orkney	No Returns	No Returns	
	Shetland	No Returns	No Returns	
	NCJA	18	83% (15/18)	
<p>Aberdeenshire: "I I have now got the support I need and want to sort out my drug problem" Highland: "Helped me understand why I took drugs and have given me tools to help me"</p>				

Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Alcohol	Shire	8	88% (7/8)	
	Aberdeen	15	67% (10/15)	
	Eilean Siar	2	100% (2/2)	
	Highland	4	100% (4/4)	
	Moray	No Returns	No Returns	
	Orkney	No Returns	No Returns	
	Shetland	1	100% (1/1)	
	NCJA	30	80% (24/30)	
<p>Aberdeenshire: "Getting help to sort myself out means I don't drink so much" Shetland: "I have cut down on drinking" Highland: "I used to drink every day but I don't drink at all now"</p>				

Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Personal Relationships	Shire	11	100% (11/11)	
	Aberdeen	11	82% (9/11)	
	Eilean Siar	1	100% (1/1)	
	Highland	4	75% (3/4)	
	Moray	4	100% (4/4)	
	Orkney	No Returns	No Returns	
	Shetland	3	100% (3/3)	
	NCJA	34	91% (31/34)	
	Aberdeenshire: "Get on better with my family since I started to behave" Shetland: "Contact with my son through Skype and learned how to protect myself" Highland: "Rebuilt relationships and back in touch with my family"			
Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Self Esteem	Shire	10	100% (10/10)	
	Aberdeen	10	60% (6/10)	
	Eilean Siar	No Returns	No Returns	
	Highland	5	100% (5/5)	
	Moray	3	67% (2/3)	
	Orkney	No Returns	No Returns	
	Shetland	4	75% (3/4)	
	NCJA	32	81% (26/32)	
	Aberdeenshire: "I feel better and like myself much more" Shetland: "I trust myself not to do crime again and feel better for going to the Skills Centre" Highland: "Now more confident"			
Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Mental Health	Shire	7	100% (7/7)	
	Aberdeen	13	62% (8/13)	
	Eilean Siar	1	100% (1/1)	
	Highland	4	50% (2/4)	
	Moray	2	50% (1/2)	
	Orkney	1	100% (1/1)	
	Shetland	2	0% (0/2)	
	NCJA	30	67% (20/30)	
	Aberdeenshire: "Speaking about my problems has helped a lot" Highland: "Helped me to understand my illness and offered to come to my appointments"			



Outcome 3 – Social Inclusion to Support Desistence from Offending (cont)

Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Physical Health	Shire	4	100% (4/4)	
	Aberdeen	6	33% (2/6)	
	Eilean Siar	No Returns	No Returns	
	Highland	5	40% (2/5)	
	Moray	2	50% (1/2)	
	Orkney	1	100% (1/1)	
	Shetland	1	100% (1/1)	
	NCJA	19	58% (11/19)	
<p>Aberdeenshire: "I have better health due to stopping drinking I think" Highland: "I look after myself better now"</p>				

Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Money Issues	Shire	5	100% (5/5)	
	Aberdeen	12	83% (10/12)	
	Eilean Siar	No Returns	No Returns	
	Highland	6	67% (4/6)	
	Moray	3	33% (1/3)	
	Orkney	1	100% (1/1)	
	Shetland	3	33% (1/3)	
	NCJA	30	73% (22/30)	
<p>Aberdeenshire: "Getting the help to go back into employment has helped sort this out" Shetland: "Now receiving benefits" Highland: "I am more financially stable now that I am on the right benefits"</p>				

Oct to March		No identifying an issue at start	% indicating improvement	NCJA - % of these who felt the problem had improved
Coping Skills	Shire	12	100% (12/12)	
	Aberdeen	11	73% (8/11)	
	Eilean Siar	No Returns	No Returns	
	Highland	5	100% (5/5)	
	Moray	No Returns	No Returns	
	Orkney	2	100% (2/2)	
	Shetland	1	100% (1/1)	
	NCJA	31	90% (28/31)	
<p>Aberdeenshire: "Coping with more things as I think things through a bit more first" Shetland: "I have had support to speak through issues" Highland: "Learned to us tools for smart recovery etc and deal and face issues a lot better now"</p>				

Section 3 – CJS Performance Framework

**Risks and Needs Assessments are completed within 20 Working Days**

**Comment:** Following review of this measure in early 2015 and approval of an amendment to collate this measure on a full year basis – this measure has been submitted by some authorities on a quarterly basis and some on an annual basis. Therefore, it is intended that this indicator will be reported on a full year basis for the period April 2014 to March 2015 for the meeting in September 2015.

**Percentage of offenders starting unpaid work within 7 working days (CPO only)**

	Q1 14/15	Q2 14/15	Q3 14/15	Q4 14/15	Authority figures for last 4 Quarters & NCJA total trend
Shire	43% (61/142)	40% (41/102)	24% (25/105)	40% (58/146)	
Aberdeen	60% (165/277)	60% (159/263)	60% (129/216)	37% (71/190)	
Eilean Siar	62% (8/13)	80% (8/10)	77% (10/13)	73% (11/15)	
Highland	74% (74/100)	63% (57/91)	66% (84/127)	64% (96/151)	
Moray	75% (33/44)	61% (22/36)	50% (20/40)	46% (27/59)	
Orkney	100% (10/10)	86% (6/7)	71% (5/7)	100% (6/6)	
Shetland	100% (8/8)	100% (11/11)	89% (8/9)	84% (16/19)	
NCJA	60%	58%	54%	48%	

**Trend & Management Action (significant comments only)**

Please note: figures were provided late for Eilean Siar and therefore the figure is reflected in the table above but not on the graph.

**Commentary:** This indicator provides some measure of efficiency of the service. It is adversely affected by the non attendance of offenders at the scheduled appointments (the difference between a placement being available and the offender starting work). It can also be affected by late notification of orders from the Courts. With the future development of unit returns it is hoped to be able to analysis reasons why the offender did not start on time.

**Offenders on CPO supervision are inducted within 5 working days**

	Q1 14/15	Q2 14/15	Q3 14/15	Q4 14/15	Authority figures for last 4 Quarters & NCJA total trend
Shire	69% (43/62)	57% (29/51)	79% (30/38)	78% (56/72)	
Aberdeen	71% (87/122)	72% (68/95)	78% (79/101)	82% (76/93)	
Eilean Siar	100% (9/9)	100% (7/7)	67% (2/3)	100% (10/10)	
Highland	59% (34/58)	91% (61/67)	79% (50/63)	73% (57/78)	
Moray	96% (22/23)	94% (29/31)	96% (27/28)	98% (43/44)	
Orkney	100% (5/5)	100% (4/4)	100% (4/4)	100% (5/5)	
Shetland	100% (7/7)	0% (/)	93% (13/14)	100% (8/8)	
NCJA	72%	78%	82%	82%	

**Trend & Management Action (significant comments only)**

Please note: figures were provided late for Eilean Siar and therefore the figure is reflected in the table above but not on the graph.

Section 3 – CJS Performance Framework (continued)

The first scheduled supervision review is carried out by the case manager in accordance with the case management plan (CPO with supervision only)					
	Q1 14/15	Q2 14/15	Q3 14/15	Q4 14/15	Authority figures for last 4 Quarters & NCJA total trend
Shire	95% (19/20)	95% (19/20)	95% (19/20)	85% (17/20)	
Aberdeen	55% (11/20)	55% (11/20)	50% (5/10)	40% (6/15)	
Eilean Siar	33% (1/3)	100% (1/1)	100% (14/14)	75% (6/8)	
Highland	33% (2/6)	60% (3/5)	62% (8/13)	50% (7/14)	
Moray	55% (6/11)	69% (11/16)	60% (12/20)	91% (10/11)	
Orkney	100% (5/5)	100% (2/2)	100% (4/4)	100% (4/4)	
Shetland	86% (6/7)	67% (4/6)	0% (0/3)	67% (4/6)	
NCJA	69%	73%	74%	69%	

**Trend & Management Action (significant comments only)**

Please note: figures were provided late for Eilean Siar and therefore the figure is reflected in the table above but not on the graph.

**Commentary:** NOS states that the level of contact to support the achievement of outcomes, which is determined by the level of risk & needs, should be recorded in the case management plan and, therefore, the frequency of review will vary according to whether it is a very high, high, medium or low level of intensity required.

Section 4 – Community Payback Orders

**Promoting and Raising the Profile of Community Payback**

**Aberdeen -**

- We have not undertaken a major consultation in the past year as we already have a significant number of regular work commitments and are reluctant to solicit more work than we can deliver. That said, we are actively working to improve the efficiency and effectiveness of the Unpaid Work Team and are currently planning to expand the service to premises in the Torry area in the south of the city in the next financial year. Though much of the consultation and planning for the Torry project was undertaken in 2013-14 we have built good links with Torry Community Council and the Safer Communities Partnership. The emphasis of the project will be on Unpaid Work in Torry being done by people from Torry for the benefit of people in Torry. The Community Council has asked whether we might be able to mend/ upcycle household goods as the Project will be located within an area of significant deprivation and we are currently scoping this out. We also intend to deliver workshops; skills based training and Adult Learning in the premises. Entry to the premises has been somewhat delayed for legal/ planning reasons but this has allowed us time to further consolidate our relationship with the Torry Community which has been very positive. The Community Council has now asked that we work with them and Sport Aberdeen to paint and decorate the pavilion of the local Outdoor Sports Centre and undertake planting and landscaping and maintenance of the grounds.
- Consultation on services forms part of the wider CJ agenda. Meetings such as the Community Safety Partnership, Domestic Abuse Forum, Caledonian Steering Group, Connections Women’s Service Steering and operational groups not only elicit feedback from attendees but allow them to be involved in service development. Regular referrals from elected members.
- We receive regular requests for Unpaid Work Services from a wide range of sources including elected members, MPs, MSPs, charities, churches, schools, communities and individuals who are clearly aware of the work we do. We aim to be as responsive as we can to local need. For example we increased number of

Sheltered Housing shopping trips following request by MPs, MSPs, elected members and communities. Sheltered Housing shopping trips are now delivered five days per week and the only complaint we have had is from one resident who would more time at the supermarket so that she can have a cup of tea in the café. And we're looking at how we might just be able to make this happen. We have recently created a Pre-Disposal Team which is located within the Sheriff Court building. We already attend Sheriff Court Liaison Meetings but early indications are that the co-location of the new team and Court will enable improve communication, and eventually consultation, with sentencers.

**Aberdeenshire –**

- Good news items around Community Payback continue to be featured in the local press across the area. In addition, the projects that are being undertaken are emerging as much more community linked and visible such as community gardens, Men's Sheds, involvement in local festivals.
- Joint working also continues with the larger organisations in our own Council like the Rangers Service and national organisations such as Scottish Society for Prevention of Cruelty to Animals. The profile of Community Payback is promoted and raised through this joint work and by association.

**Eilean Siar –**

- Community payback has been raised locally through reports to committees, reports to Community Planning Partnerships and to other forums.

**Highland –**

Highland have had a number of articles printed in local press, including:

- More help for Avoch from payback scheme – Black Isle Chatterbox Spring 2015
- Radio skills training heralds new beginning at Inverness prison – Press release January 2015
- Offenders face rigours of payback – Inverness Courier 2/1/15
- Offenders payback as they help improve communities – John O'Groats Journal 5/12/14
- Offenders' woodwork skills swell ARCHIE funds – Inverness Courier 3/10/14

Highland features prominently in the NCJA commissioned film about community justice premiered at the NCJA meeting in March, including the CPO unpaid work scheme in Caithness and the Apex Scotland.

- In Caithness in December 2014, all Community Councils were provided with an update on work completed by unpaid work e.g., Painting of Girl Guides Hall Thurso, Filling in potholes and spreading stone chips at the driveway and car park at Ormlie Community Centre, and in Skye the Community Payback Officer has been attending the community council meetings in North Skye twice a month. Avoch Community Council was also attended and it was agreed to help with the clearing of the "Sheltie Burn" walk which runs through the Village to the sea; sign posts were erected, which were concreted in place and cleared bracken/broken branches from the edge of the burn. Also in Ross-shire, Unpaid Work leaflets were distributed in Community Centres, Doctors Surgery's, Hospital's and Service Points.

**Moray –**

- Regular newsletters and posters to highlight the work we do. Presentations to Community Councils.

**Orkney -**

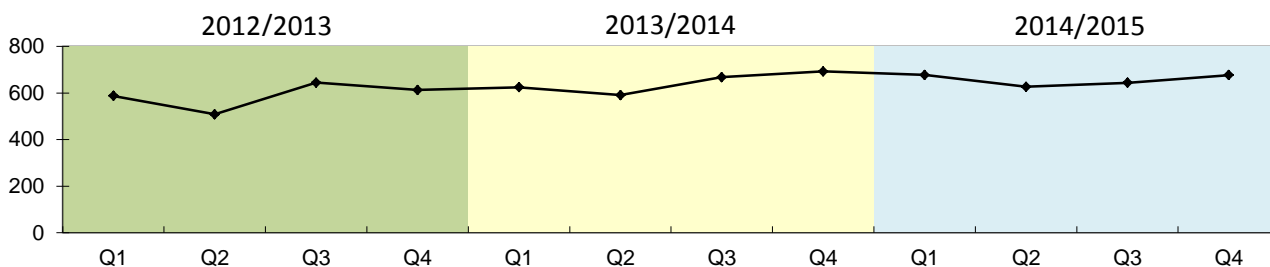
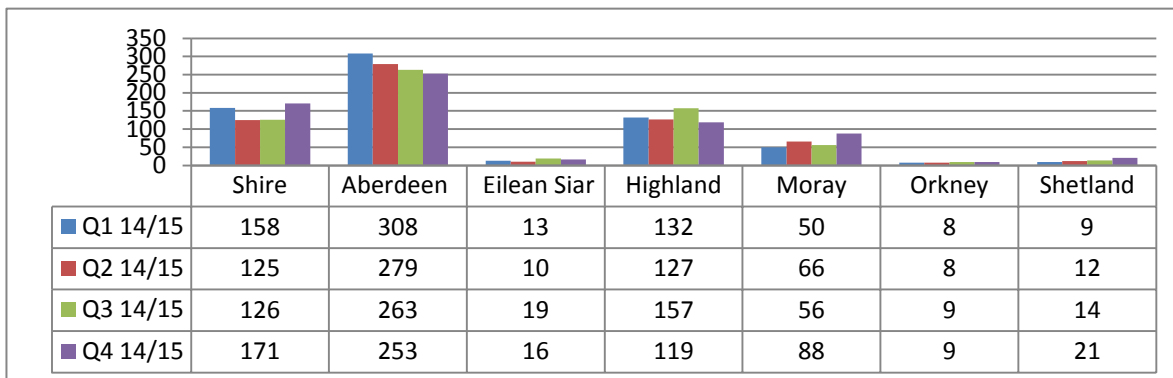
- Use of "before" and "after" photographs of work undertaken in annual Chief Social Work Officers' Report
- Installing updated Community Payback signs with national logo in place of older Community Service signs at work sites
- Inviting recipients who volunteer positive comments and thanks for work undertaken to consider writing to local press.

**Shetland –**

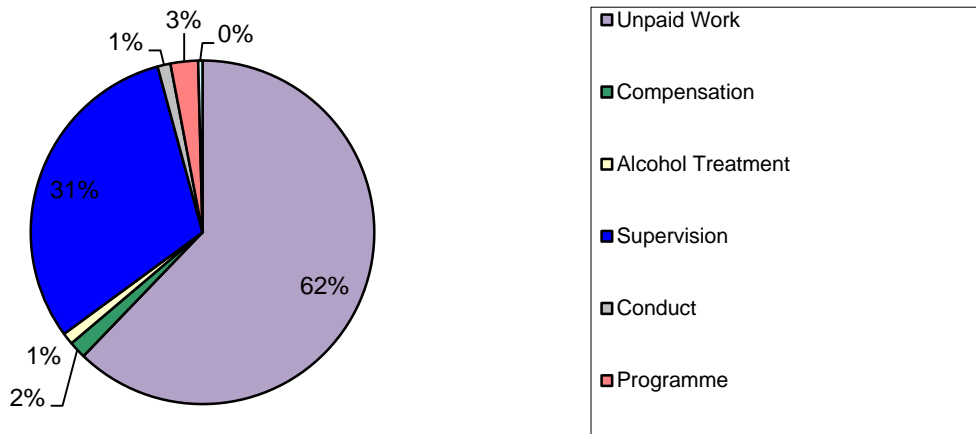
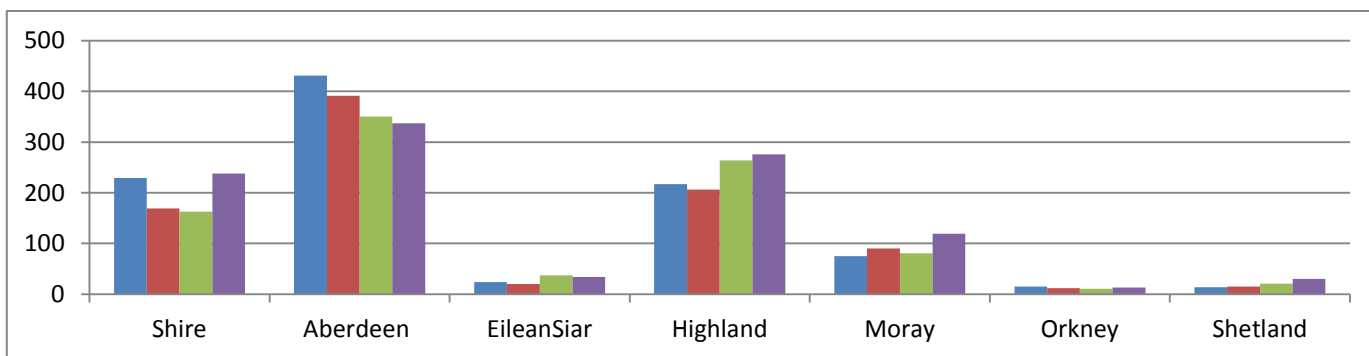
- Community Payback Information placed on Local Authority's Twitter feed.

Section 4 – Community Payback Orders (cont)

**New Community Payback Orders over the last 4 Quarters by Authority & NCJA total trend**



**New Community Payback Order Requirements in the last 4 Quarters and a Pie chart showing the division by type**



Requirement		Shire	Aberdeen	EileanSiar	Highland	Moray	Orkney	Shetland	NCJA
Total Number of Requirements	Q1	229	431	24	217	75	15	14	1005
	Q2	169	391	20	206	90	12	15	903
	Q3	163	350	37	264	81	11	21	927
	Q4	238	337	34	276	119	13	30	1047
	<b>Total</b>	<b>799</b>	<b>1509</b>	<b>115</b>	<b>963</b>	<b>365</b>	<b>51</b>	<b>80</b>	<b>2835</b>
Supervision requirements	Q1	64	124	9	64	28	5	5	299
	Q2	51	97	7	63	37	4	4	263
	Q3	40	107	14	69	29	4	9	272
	Q4	75	97	10	79	44	5	10	320
	<b>Total</b>	<b>230 (29%)</b>	<b>425 (28%)</b>	<b>40 (35%)</b>	<b>275 (29%)</b>	<b>138 (38%)</b>	<b>18 (35%)</b>	<b>28 (35%)</b>	<b>1154 (41%)</b>
Level 1 unpaid work/other activity	Q1	74	153	7	57	43	7	4	345
	Q2	65	169	6	63	22	4	8	337
	Q3	79	138	7	81	25	4	7	341
	Q4	79	144	7	92	46	3	11	382
	<b>Total</b>	<b>297 (37%)</b>	<b>604 (40%)</b>	<b>27 (23%)</b>	<b>293 (30%)</b>	<b>136 (37%)</b>	<b>18 (35%)</b>	<b>30 (38%)</b>	<b>1405 (50%)</b>
Level 2 unpaid work/other activity	Q1	69	124	6	50	0	3	4	256
	Q2	39	91	4	42	26	2	3	207
	Q3	34	75	6	56	19	3	2	195
	Q4	70	77	8	59	20	3	7	244
	<b>Total</b>	<b>212 (27%)</b>	<b>367 (24%)</b>	<b>24 (21%)</b>	<b>207 (21%)</b>	<b>65 (18%)</b>	<b>11 (22%)</b>	<b>16 (20%)</b>	<b>902 (32%)</b>
Compensation requirements	Q1	10	11	2	2	1	0	0	26
	Q2	1	11	2	3	1	0	0	18
	Q3	3	4	1	3	2	0	0	13
	Q4	3	5	2	4	3	0	0	17
	<b>Total</b>	<b>17 (2%)</b>	<b>31 (2%)</b>	<b>7 (6%)</b>	<b>12 (1%)</b>	<b>7 (2%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>74 (3%)</b>
Programme requirements	Q1	7	16	0	13	0	0	0	36
	Q2	7	23	0	17	0	0	0	47
	Q3	2	22	0	20	0	0	0	44
	Q4	7	13	1	14	1	0	0	36
	<b>Total</b>	<b>23 (3%)</b>	<b>74 (5%)</b>	<b>1 (1%)</b>	<b>64 (7%)</b>	<b>1 (0%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>163 (6%)</b>
Residence requirement	Q1	0	0	0	0	0	0	0	0
	Q2	0	0	0	0	0	1	0	1
	Q3	0	1	0	1	0	0	0	2
	Q4	0	0	0	0	0	1	0	1
	<b>Total</b>	<b>0 (0%)</b>	<b>1 (0%)</b>	<b>0 (0%)</b>	<b>1 (0%)</b>	<b>0 (0%)</b>	<b>2 (4%)</b>	<b>0 (0%)</b>	<b>4 (0%)</b>
Mental Health Treatment requirement	Q1	1	0	0	3	0	0	0	4
	Q2	0	0	0	0	0	0	0	0
	Q3	0	1	0	2	0	0	0	3
	Q4	0	0	0	2	0	0	0	2
	<b>Total</b>	<b>1 (0%)</b>	<b>1 (0%)</b>	<b>0 (0%)</b>	<b>7 (1%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>9 (0%)</b>

Requirement	Quarter	Shire	Aberdeen	EileanSiar	Highland	Moray	Orkney	Shetland	NCA
Drug Treatment requirement	Q1	0	0	0	2	0	0	0	2
	Q2	1	0	0	0	0	0	0	1
	Q3	0	0	0	2	0	0	0	2
	Q4	0	0	0	3	0	0	0	3
	<b>Total</b>	<b>1 (0%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>7 (1%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>8 (0%)</b>
Alcohol Treatment requirement	Q1	0	2	0	13	1	0	0	16
	Q2	1	0	0	12	1	0	0	14
	Q3	0	1	1	17	0	0	0	19
	Q4	2	0	1	11	0	0	0	14
	<b>Total</b>	<b>3 (0%)</b>	<b>3 (0%)</b>	<b>2 (2%)</b>	<b>53 (6%)</b>	<b>2 (1%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>63 (2%)</b>
Restricted movement requirements	Q1	0	0	0	2	0	0	0	2
	Q2	0	0	0	0	0	1	0	1
	Q3	0	0	0	1	0	0	0	1
	Q4	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>3 (0%)</b>	<b>0 (0%)</b>	<b>1 (2%)</b>	<b>0 (0%)</b>	<b>4 (0%)</b>
Conduct requirement	Q1	4	1	0	11	2	0	1	19
	Q2	4	0	1	6	3	0	0	14
	Q3	5	1	8	12	6	0	3	35
	Q4	2	1	5	12	5	1	2	28
	<b>Total</b>	<b>15 (2%)</b>	<b>3 (0%)</b>	<b>14 (12%)</b>	<b>41 (4%)</b>	<b>16 (4%)</b>	<b>1 (2%)</b>	<b>6 (8%)</b>	<b>96 (3%)</b>