

Shetland Islands Council



Draft Criminal Justice Strategic Plan & Annual Report

2006-07

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1. INTRODUCTION

In May 2001, Shetland Islands Council produced its first three-year strategic plan for Criminal Justice Social Work Services within Shetland, covering the period 2002-2005. This was followed by two significant consultation periods in which the future delivery of criminal justice social work services has been debated.

In 2004, Ministers acknowledged that due to the uncertainties over the arrangements for the future delivery of criminal justice social work services, it would not be possible to complete strategic plans for a further three year period. Ministers agreed that the existing 3-year plan should be rolled forward for a further 12 months. This has now been extended for a further 12-month period to cover 2006-07. It is hoped that by the end of this period, the new structure for the management of sentenced offenders will be in place.

This plan will build on the good practice that has taken place over the past 12 months, as well as addressing what we hope to achieve during 2006 – 2007. As always, it is our intention to continue to develop public confidence in the role Criminal Justice Services play in community safety by demonstrating that the services are responsive to local needs, integrated with other appropriate services and bring national criminal justice priorities to a local level.

1.1 Aim

The principal aim of the plan is to deliver quality Criminal Justice Social Work Services throughout the Shetland Islands. The priority is for provision of effective risk assessment and management of offenders within the community, whilst maintaining community safety. The services outlined are committed to the social inclusion and rehabilitation of offenders as a positive approach in the prevention of offending behaviour and maintenance of crime free lifestyles.

1.2 Scottish Executive National Policy for 2005 -06

- To supervise offenders in the community in order to increase community safety and protect the public. A priority for 2006 will focus on improving the risk assessment and management of high-risk offenders and sex offenders.

- To work with offenders on community sentences or post-release supervision to reduce current levels of re-offending.
- To work to reduce the use of unnecessary custody by delivering a broad range of effective community disposals.

Shetland Islands Council Criminal Justice Social Work Services will meet the national policy by:

- Identifying offenders at risk of re-offending and those who present a risk of harm to themselves or others.
- Reducing the risk of custody by identifying those offenders whose offending behaviour can be addressed and reduced through community based intervention.
- Providing high quality informative reports to Courts to assist with sentencing.
- Strengthening and developing effective community based disposals as an alternative to imprisonment.
- Ensuring service delivery meets the National Standards and Objectives and working closely with partnership agencies and stakeholders in ensuring community safety and to address social inclusion.
- Developing throughcare services and contributing to the rehabilitation of offenders.
- The promotion of the Scottish Strategy for Victims

The Criminal Justice Strategic Plan links intrinsically with the supporting themes and processes of the Shetland Community Plan and the Shetland Islands Corporate and Safety Plan, which are:

- Community Safety
- Social Inclusion
- Working in Partnership
- Managing Risk
- Best Value Service Reviews
- Service Planning

Good working relationships currently exist with the Judiciary, statutory and voluntary bodies working within Shetland. The introduction of Drug Treatment and Testing Orders in July 2005 has resulted in closer working relationships with the Shetland Community Drugs Team, which will be jointly delivering the service. On a strategic level criminal justice has contributed to the strategic development plans of:

- Shetland Domestic Abuse Partnership
- Shetland Anti Social Behaviour Strategy Group
- Shetland Community Safety Partnership
- Victim Support Shetland.

The priority for multi agency working in 2006-07 will focus on:

- The risk assessment and management of sex offenders in the community.
- The need to address services for offenders suffering from a mental illness in line with current mental health legislation.

1.3 Performance Information

The audit of services currently being undertaken has informed the strategic planning process and has led to the need for reviews amongst mainstream services. A synopsis of performance over the past three years shows that:

Court Services – The past 12 months has seen a marked increase in the occurrence of custody courts and these have been attended by a criminal justice social worker. 100% of all listed sittings were attended by a social worker and during this time, all offenders subject to a social enquiry report and community-based disposals were interviewed immediately after Court. There is greater interaction between the Sheriff and court social workers, which has resulted in judiciary enquiries being dealt with promptly and minimised the need for periods of adjournment.

Probation Orders – All new probationers were contacted within seven days and detailed action plans agreed. Contact was assessed and agreed by level of need and risk. All offenders were seen weekly for the first three months and those completing programmes of work remained on weekly contact until completion of the programme. This level of contact exceeded that set by Scottish Executive National Standards.

Community Service Orders – All offenders signed their Order within seven days but due to the increase in Orders it has taken 3 - 4 weeks for some offenders to commence unpaid work. A greater emphasis has been placed on individual placements where the offender has direct contact with the beneficiary. This type of placement results in the offender taking more responsibility for their behaviour and a greater awareness of the effect their actions have on others.

Court Reports – All reports were submitted to the Court for the date requested, generally within four weeks. There has been a slight increase in the request for fine supervision and associated reports.

The following tables give some basic indication to the changes in workflow over the past four years.

TABLE 1 reflects the main types of community-based sentences used by Lerwick Sheriff Court. The figures represent the number of new orders that were made over the last four years, following the completion of a Social Enquiry Report.

TABLE 1 also shows that over the past four years there has been a minimum of 100% increase in all community-based disposals. In comparison there has been a decrease in the number of SERs and monetary penalties, which suggests that the Court is not requesting reports for those individuals who have been identified as being suitable for a fine or compensation order. Therefore targeting reports to those offenders whose crime warrants community supervision.

TABLE 1

Community Based Sentences		01/02	02/03	03/04	04/05
A	Number of Social Enquiry Reports	101	88	131	99
B	Number of clients starting on Probation / Intensive Probation	16	18	23	37
C	Number of clients starting on Community Service	15	18	28	30
D	Number of Restriction of Liberty Order Assessments	0	1	1	17
E	Number of Supervised Attendance Orders	2	0	0	2

TABLE 2 reflects the main types of sentence used by Lerwick Sheriff Court that does not require social work supervision but were made following the completion of a Social Enquiry Report.

TABLE 2

Community Based Sentences		01/02	02/03	03/04	04/05
F	Number of Custodial Sentences	18	12	19	11
G	No of Monetary Penalties arising from SERs	38	42	64	22
H	No of Deferred Sentences arising from SERs	18	4	0	3

1.4 Local Context

There have been no significant changes in local demographics and Shetland continues to enjoy a relatively safe lifestyle with low crime and high employment.

1.5 Local strengths, weaknesses, opportunities and Threats

When addressing the differences in the SWOT analysis over the past four years, there are some significant potential changes, which will affect the delivery of high quality criminal justice social work services in Shetland. The strengths of the service remain much the same in that Shetland has a small team of professionals dedicated to the deliverance of high quality assessment and supervision of offenders within the community. There is a genuine willingness to develop new knowledge and skills, which enables the service to meet the changing needs of our community.

The main potential threat to the maintenance of good quality service delivery in Shetland is the funding of the service. Statistics shows that the number of referrals for all community-based disposals that are supervised by social workers have at least doubled over the past four years. There has also been an increase in the complexities of offender's criminogenic need and risk levels, as well as legislative changes that have required more comprehensive risk management programmes. During this period there has been no increase in funding or staffing levels. It is not possible to continue in this manner without having to reassess the way offenders are managed within the community.

The current consultation refers to the creation of Criminal Justice Authorities (CJAs), which will be in place in 2007. The Management of Offenders etc. (Scotland) Bill lays out detailed legislative measures to improve the management of offenders. It includes the proposal to establish CJAs, placing new duties on local government and Scottish Ministers, through the Scottish Prison Service, to work much more closely together in the development and implementation of plans for the management of sentenced offenders. It is proposed that Shetland, Orkney and Western Isles join Aberdeen City, Aberdeenshire, Moray and Highland and become the Northern CJA.

There are opportunities within this proposal for the development of service in areas such as strategic planning, developing and sharing resources, dissemination of good practice and improved links with the Scottish Prison Service. However, the CJA will be responsible for the allocation of funds and it is a great threat that they will direct more funding towards inner city problem areas and less to the Island Authorities. As any reduction in funding will result in staff losses, this will directly affect the quality of the management of offenders within Shetland.

<p>Strengths</p> <p>Experienced staff with a good range of skills. Comprehensive range of community-based services that complement national and local strategies. Staff group familiar with local needs and culture. Well-developed intra- and inter-agency relationships. Above average IT structure. Good working relationships with drug and alcohol services. Good value for money</p>	<p>Weaknesses</p> <p>Geographical factors including inaccessibility, lack of practical opportunities to share services, potential professional isolation. Lack of opportunity to develop and sustain knowledge and skills in specialised areas. Inaccessibility to organised programmes and services delivered by large voluntary organisations.</p>
<p>Opportunities</p> <p>Potential to: Continue to develop further the existing partnerships with voluntary agencies in Shetland and on the Mainland. Develop better working relationships with SPS. Contribute to a national agenda. Staff Development</p>	<p>Threats</p> <p>Continuous increase in offenders and legislation with no additional staff time. High unit costs for minimum viable service. Any reduction in funding.</p>

2. MAINSTREAM SERVICES: REVIEW AND ANTICIPATED DEVELOPMENTS 2005-06

2.1 Court Services/Social Enquiry Reports

At present, the resident Sheriff alternates weekly between Shetland and Orkney. In the Sheriff's absence custody cases are dealt with by Honorary Sheriffs. The Court is serviced by a qualified duty court social worker. It was anticipated that between 2002 and 2005 an average of 100 reports would be completed, this target has been met and it is not anticipated that there will be any significant change for the period 2006 – 07.

2.2 Performance Review

The criminal justice team have good relations with other agencies involved in the criminal justice system in Shetland. Since Sheriff Napier came to Shetland, he has expressed an active interest in the functions and performance of criminal justice social work services and has been very supportive of new initiatives. Quarterly meetings take place with the Sheriff in order to discuss court services and the management of offenders in the community.

Information packs on community-based sentences offered in Shetland were supplied to the Sheriff and a training session was undertaken with Honorary Sheriffs in relation to social enquiry reports and risk assessments. The feedback was very complimentary on the work undertaken and this has also resulted in an increase in requests for social enquiry reports by Honorary Sheriffs.

2.3 Progress against Strategic Targets

- a) Key performances were met in that there was social work attendance at all but one planned and emergency sittings. All court reports were submitted on time and the development of a common format ensured consistency amongst report writers. All individuals subject to reports and those sentenced received pre and post sentence interviews.
- b) A sentencer feedback form has been in operation during the past year and Sheriff Napier has kindly provided feedback on all Social Enquiry Reports presented to him. The feedback received was positive and highlighted that reports being submitted to Lerwick Sheriff Court are of a consistent quality. It has been agreed that the forms will not be used during the next year and that the Sheriff will contact the Criminal Justice Service Manager if he has any comments to make.
- c) There has been an increase in offenders being interviewed prior to being remanded to prison or receiving a custodial sentence, out with normal court hearings. This is due to receiving custody lists from the

local constabulary, which in turn informs the social worker of a custody court. The only time an offender is not interviewed, is if s/he appears from a private hearing, as social workers are not notified of these hearings.

2.4 Targets for 2006-07

- To continue providing a quality service to the Court.
- To assist in the training and implementation of the Vulnerable Witness (Scotland) Act 2004. Special measures for vulnerable adults and children.

2.2 Probation Orders

2.2.1 Performance Review

There has been a 61% increase in new probation orders started in 2004-05, this equates to 37 Orders compared to 23 Orders in 2003-04. The average length of an Order has increased to 14.3 months from 13.8 months. Key performance indicators in relation to National Standards are being met and exceeded in the majority of cases. All offenders are seen weekly for the first three months and reviews held on a three monthly basis. If a programme of work is being undertaken then weekly contact will continue until the work is completed. Home visits take place in line with national standards. Out of hours supervision is available for those probationers in employment.

2.2.2 Progress against Strategic Targets

- a) The quality of probation assessments, related action plans, and reviews is currently being addressed and will remain a target for the coming year. Supervision, reviews and file inspections assess the appropriateness of probation, level of supervision in relation to the assessed level of risk and the quality of offence focused work. User views are sought on a regular basis and recorded in the case file.
- b) It was hoped that at this stage LSIR assessments would be completed for probation reviews and this would highlight changes in criminogenic need. However, the Scottish Executive are currently piloting a new general risk assessment and management tool which will replace LSIR, it was therefore agreed to cancel the planned training and wait for the new risk assessment tool to become available to Shetland.

2.2.3 Targets for 2006-07

Due to the increase in workload it is becoming increasingly difficult to maintain the current level of contact and work programmes with offenders on probation. In order to make the management of offenders in the low to medium risk group more effective it is proposed that there will be an increase in offenders working in groups rather than one to one programmes of work. Due to the difficulty of running group work programmes within such a small populated area it is proposed that:

- a) All offenders will be seen in accordance with national standards but that the level of contact after the initial six-week period will become more flexible in order for the offender to undertake group work programmes at a later date. For example, an offender may be seen weekly for six weeks and then fortnightly until a group programme starts, the offender will then revert to weekly contact.
- b) An audit of offending behaviour in Shetland highlights two common denominators - alcohol and anger. The focus of group work programmes for 2006 –07 will be:
 - Alcohol Awareness Programme
 - Managing Anger and Conflict

2.3 Community Service by Offenders

2.3.1 Performance Review

There has been a 11% increase in new Community Service Orders and a condition of unpaid work as part of a Probation Order during 2004-05, this equates to 30 Orders compared to 27 in 2003-04. The average length of an Order in 2004-05 was 143.5 hours.

The Scheme in Shetland consists of one part-time Community Service Co-ordinator who assesses, organises and manages the Scheme. He also supervises weekday placements when necessary. A part-time worker supervises the weekend placements. The scheme caters for both large projects such as redecoration of churches and community halls, and smaller decorating and gardening jobs for individuals who are elderly or infirm. Each placement and offender undergoes a health and safety risk assessment and placements, where possible, are organised outwith working hours for those who are in employment.

2.3.2 Progress Against Strategic Targets

- a) In line with Community Service, 'what works' we have focused on individual agency placements where the offender works direct with

the client. Placements have mainly been with COPE Ltd a voluntary enterprise creating employment opportunities for people with learning difficulties. Their business initiatives include an outside catering service, Shetland Soap Company, Coffee Shop, furniture restoration and agricultural projects to name but a few. Offenders assist in all areas and we have noted marked improvements in offenders self esteem and attitude. 90% of unemployed offenders go on to gain employment with either COPE LTD or other employers.

- b) We have been successful in obtaining individual environmental placements with the Amenity Trust and this has taken two-pronged approach to addressing offending behaviour. Firstly, the offender is repaying the community for his behaviour and secondly, there is an educational element in that the offender is becoming more aware of his natural environment and it is hoped that there will be an increased desire to help preserve the environment in the longer term.
- c) The increase in numbers has resulted in some delay in offenders commencing work placements. The situation is constantly reviewed in order to reduce any delay and alternative arrangements put in place. During the early part of 2005 it was necessary to have two work placements on a Saturday. See Appendix 1 for unpaid work details.

2.3.3 Targets for 2006 – 2007

- To continue sourcing new individual placements.
- All offenders to commence work placements within 2 weeks of the Order being made.

2.4 Diversion from Prosecution Scheme

2.4.1 Performance Review

There has been a 500% increase in referrals to the scheme, which translates to 12 new referrals, compared to two in 2003-04. The target groups for diversion have been met – females, individuals under the age of 21 and those with a mental illness.

2.4.2 Progress against strategic targets

The Criminal Justice Team has offered a credible service to the area Fiscal and a result of this is the increase in referral rates.

2.4.3 Targets for 2006-07

- To address the need for restorative justice as part of diversion, with the intention of fast tracking offences involving vandalism.

2.5 Throughcare

2.5.1 Performance Review

At present, there are five long-term prisoners (4 years or more) and all have a named community-based social worker. The level of contact with prisoners varied in accordance with their situation but all, where necessary, have been subject to a statutory throughcare review. There have been some difficulties in communicating with prisoners due to the location of Shetland and the difficulty in visiting prisoners or being allowed telephone contact. This results in a reliance on written correspondence, which can delay decisions being made.

There have been 14 offenders sentenced to short term prison sentences (under 4 years). All were contacted by a community-based social worker and offered voluntary contact on their release, only 2 accepted.

2.5.2 Progress towards Strategic Targets

Statutory throughcare guidelines have been implemented. All prisoners are allocated a social worker at time of sentence and offered an appointment on release.

2.5.3 Targets for 2006-07

- To review the supervision of prisoners subject to an Extended Sentence in light of the recommendation of the investigation into the management of the post-release supervision of a sex offender in North Lanarkshire.

2.6 Supervised Attendance Orders

2.6.1 Performance Review

There were two orders made during 2004-05, compared to no orders in 2003-04 and the scheme remains underused. Fine default is not a great issue in Shetland and the majority of offenders subjected to a fine are able to meet the payments. Social Workers are also becoming more aware of the need to ensure that an individual can afford a fine during the assessment stage.

2.7 Bail Information and Supervision Scheme

2.7.1 Progress Towards Strategic Targets

A Bail Information and Supervision Scheme was made available to Lerwick Sheriff Court, Fiscal Service and Defence Agents in October 2004. Since this time there has only been one formal request for a bail supervision report, which was requested by the Sheriff. The benefit of the Scheme in relation to daily practice is the receipt of custody lists from the Northern Constabulary. The Fiscal is notified of any cases that have social work involvement or where social work has information in relation to vulnerable adults / children. If the client is known then the Fiscal can then use this information to inform a decision for further information. The allocated social worker will also be informed of the impending court case.

The Shetland Child Protection Committee was concerned about the arrangements for child access in domestic abuse cases and it was agreed that this would be addressed in the proposals. It was agreed that for the cases in which the accused is bailed to an alternative address and has dependent children, the court social worker would inform the offender's partner of the bail conditions and advise on contact arrangements.

This ensures that the issue of access is addressed without the need for the accused to breach bail conditions. The Victim Information and Advice section of the Fiscal Service praised this part of the scheme.

2.8 Drug Treatment and Testing Order

2.8.1 Progress Towards Strategic Target

Drug Treatment and Testing Orders (DTTO) became available as a community- based disposal to Lerwick Sheriff Court in July 2005. This sentence will focus on those offenders whose drug use is an integral part of their offending behaviour. It is envisaged that the treatment of the drug problem will reduce the offending behaviour. The Criminal Justice Team will jointly manage the DTTO with the Shetland Community Drug Team (SCDT). The SCDT will have responsibility for providing the treatment and drug testing elements of the Order.

There have been no orders made to date and although Shetland does have a significant drug problem compared to other Island Authorities, it is envisaged that there will be no more than two orders made in 2006/07. This is due to the high percentage of drug users being in paid employment and not having to resort to crime to supplement their habit.

3. PUBLIC PROTECTION AND COMMUNITY SAFETY

3.1 Risk Assessment and Management

The role that effective risk assessment plays in public protection and community safety remains a priority for Shetland Islands Council and the Community Safety Partnership. At present, all offenders are subject to a risk assessment, which addresses the risk of re-offending and the risk of harm to self and others. These assessments are a working tool and form the basis of community-based action plans. All assessments are continually updated and reviewed. Assessment tools currently used by criminal justice social workers include RAF1-4, which assesses risk of reoffending and risk of harm. There are no psychological services on Shetland and this is a significant gap in joint working arrangements.

3.2 Sexual and High Risk Offenders

The interagency Joint Sex Offender Protocol is in place and is implemented via a multi agency sex offender management group. The group has a strategic remit and meets on a bi-annual basis to discuss case management and practice development. This has been a positive medium for ensuring good communication. Case updates are continuous and the Housing Service play a lead role in this.

In April 2005, the Social Work Inspection Agency produced the findings of the investigation into the management of the post release supervision of a sex offender in North Lanarkshire. The report makes 12 recommendations; these will be considered by the management group and implemented by the relevant agencies.

The Scottish Executive are also providing training for social workers and police in relation to the joint assessment of sex offenders and all criminal justice social workers in Shetland will be attending. This is due to take place in September 2005.

There continues to be good working relationships with our child protection colleagues and quarterly meetings take place between the relevant managers in order to evaluate child protection cases that involve criminal justice. The criminal justice team has also been involved in contributing to the work of the Child Protection Committee through its sub-groups that address sexual offences and education.

There has been an increase in prosecutions for sexual offences and in order to ensure that all sex offenders have the opportunity to participate in a challenging programme of work, training has been organised for September 2005. The adult intervention programme used will be Aberdeenshire's Joint Sex Offender Programme. A non-offending partner risk assessment can also be undertaken if requested by the Family Support Team.

In order to ensure that the assessment of sex offenders and any intervention programmes used are age appropriate, training was recently commissioned from G-MAP. G-MAP is an agency based in Greater Manchester who specialise in working with young people who display inappropriate sexual behaviour towards other young people.

3.2.1 Strategic Target for 2006-07

- To review and develop the way sex offenders are managed in the community.
- To address effective modes of support for frontline staff involved in the supervision of sex offenders.
- To contribute towards the implementation of interagency procedures for the management of sex offenders.
- To introduce inter agency risk management plans for all sex offenders and high-risk offenders.

3.3 Accommodation and Employment

There is no supported accommodation in Shetland and offenders are housed in homeless or general needs accommodation. The homeless strategy and supporting people initiatives are addressing the needs of vulnerable groups within Shetland, and this includes offenders in unstable accommodation. The Housing Service operates an outreach service, which support individuals in maintaining their tenancies.

On the rare occasion that supported bail accommodation is needed, services are accessed on the Mainland. However, this does require additional funding from the Scottish Executive.

The majority of offenders in Shetland are employed or in training. For those who are unemployed, all efforts are made in assisting them in finding employment through the development of employment skills and linking them with the Careers Office and the Social Inclusion Programme.

3.4 Substance Misuse Services

Good working relationships exist with both statutory and voluntary agencies in the development and delivery of services to individuals who misuse alcohol and drugs. The Criminal Justice Service and the Shetland Alcohol Support Services (SASS) deliver Alcohol Awareness Courses for drink drivers and those on the Diversion from Prosecution Scheme and are looking at expanding this partnership into probation work. The Grampian Drug Education Programme is undertaken with probationers and is available for diversion clients. The Criminal Justice Unit runs this with specialised input from the Shetland Community Drugs Team (SCDT).

A modified programme is co-run with the Youth Justice Social Worker for young offenders. The Criminal Justice Service is actively involved in the Drug and Alcohol Forums.

The development of the community-based substance misuse resettlement and after care service has complemented existing rehabilitation services in bridging the gap for outreach support. This service is based within the SCDT and SASS. Community based detoxification is now also available in Shetland.

3.4.1 Strategic Target for 2005-06

- To address the needs of offenders requiring substance misuse as part of a community based disposal.

3.5 Women Offenders and Ethnic Minority Groups

The number of women offenders and individuals from ethnic minority backgrounds entering the Criminal Justice System in Shetland remains low. Systems are in place that takes into consideration the differing needs of women offenders and referrals to other agencies that offer a specialised service remains a priority.

3.6 Young Offenders

Under 16's are supervised by one full-time Youth Justice Social Worker based within the Children's' Resources Team and the service is being developed in line with Scottish Executive recommendations. The majority of young offenders who are subject to Initial Inquiry Reports are worked with on a voluntary basis and all have an action plan that addresses their offending behaviour, criminogenic and welfare needs. A recent development between the Reporter and Northern Constabulary is the use of restorative warnings. These tend to be used for young offenders who have committed minor crimes and where there does not appear to be any other issues that need addressing. It is hoped that a restorative justice scheme will be in place by 2006.

The criminal justice team are responsible for the supervision of 16 –18 year olds and there has been no significant increase in the number subject to community-based disposals.

3.7 Mentally Disordered Offenders

A multi agency approach to working with mentally disordered offenders has been implemented and meets annually to update the inter agency protocol. There continue to be significant gaps in service provision, which will not be addressed immediately. The lack of psychological services results in missed opportunities for working with individuals who are not mentally ill but have psychological disorders and the nearest residential

and hospital placements are in Aberdeen. Training is scheduled for late 2005 to address new mental health legislation. Research and appropriate offence focused work is ongoing.

3.8 Effective Practice

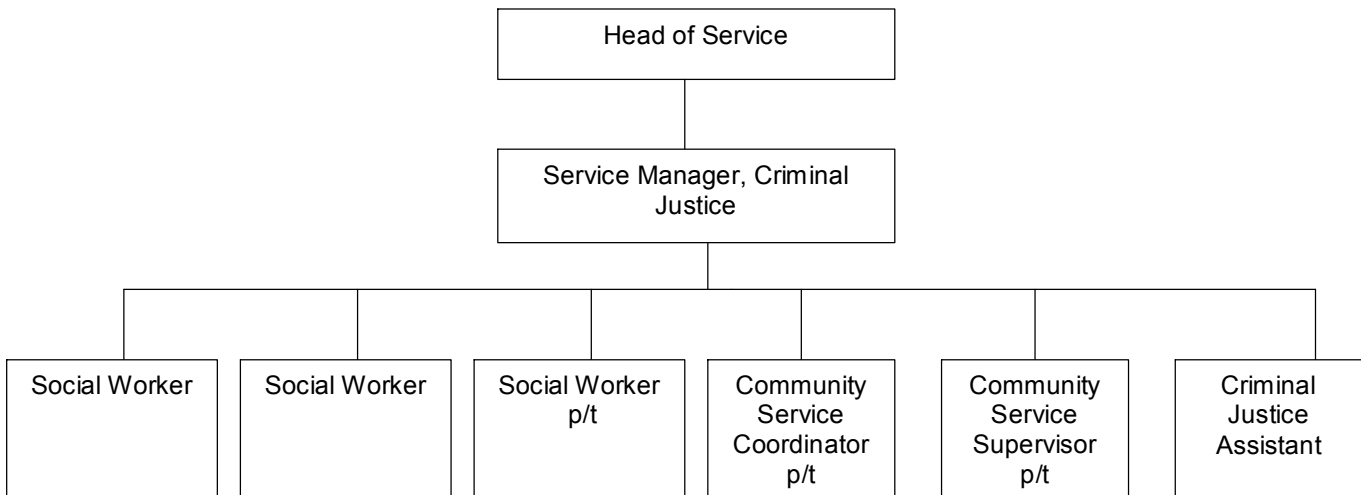
There continues to be a strong commitment to deliver and develop effective practice and this has led to mini reviews in relation to general work practices. This is ongoing and will include the need to prioritise work in relation to levels of risk of reoffending and harm. There is ongoing monitoring of casework and regular feedback is sought from clients, Sheriff and some partner agencies.

No formal quality assurance system has been adopted but time has been spent standardising the format of court reports, client and programme reviews, and the quality of case recordings. This has been successful in ensuring consistency and in addressing the standard of information gathered and quality of written material.

The Service Manager undertook file inspections and this is addressing some of the issues around quality of risk assessments, case recordings and action plans. However, time constraints have resulted in this occurring less frequently than planned. Client feedback is gathered during and on completion of work programmes and reviews and incorporated into case recordings. All Social Enquiry Reports are gate-kept by the Service Manager or fellow colleagues and the sentencer feedback forms have proved to a useful monitoring tool.

Due to the small team in Shetland there is not the time or resources to address accreditation of programmes and it is our intention to adopt accredited programmes from our colleagues on the mainland.

4. DELIVERY MECHANISMS



The Criminal Justice Service Manager directly supervises all Criminal Justice Staff and in turn is supervised by the Head of Service for Social Work. The Criminal Justice Unit is 100% funded by the Scottish Executive.

There continues to be significant management changes to the Social Work Service. Following a two-year period without a Head of Service during 2002-04, the position was filled in November 2004. This enabled the management team to redefine priorities and strategic goals and offered some stability. Unfortunately, the post holder is due to leave Shetland in September 2005 and a temporary Head of Service has already commenced. The consequences of this, in addition to recruitment difficulties to child care and community care services, on such a small department has been arduous and it is to the various services credit that they maintained a high standard of service delivery during such a difficult period. At present, the criminal justice team is fully staffed and it is felt that there is now a good balance of knowledge and skills within the team, which will enable effective service delivery.

4.1 ICT Systems

The Social Work Service has installed an integrated IT System SWIFT, which has improved the quality of information collated and it is hoped that this will include a criminal justice module in the future.

With regards to the Integrated Criminal Justice Information Service, we are currently addressing the need to access Scottish criminal record checks electronically.

4.2 Staff Training and Development

All Social Workers are now registered with the Scottish Council for Social Services and training is necessary for continuous professional development.

Staff development remains a priority and social workers have had access to internal training days in relation to the Freedom of Information Act and disability awareness. One worker has nearly completed the Certificate in Criminal Justice Social Work run by the University of Edinburgh. The service manager has completed a one-week local government management course and a half-day course on service planning.

4.2.1 Strategic Targets for 2005-07

- All social workers working with sex offenders to undertake joint risk assessment training with the Northern Constabulary.
- All social workers working with adult sex offenders to undertake training in the delivery of Aberdeenshire's Joint Sex Offender Programme.
- One social worker to complete the practice teaching award.

4.3 Resources

Shetland is an Island Authority and not part of the "groupings" of Criminal Justice Social Work Services on the Scottish Mainland. The total funding allocation for Criminal Justice Social Work Services in Shetland is £234,122. This level of funding, including inflationary rises, is required to maintain local services in 2006-07.

All current service developments are met within the existing budget and highlights that Shetland Islands Council Criminal Justice Social Work Services continually strives to provide best value for money.

Community Service Placements

Appendix 1

Placements	2003-04	2004-05
Private Homes of Disabled/Elderly	9 x Painting and Gardening	5 x Painting, Furniture Removal, General Repairs
Environmental Projects	3 x Gardening and Clearance	8 x Gardening
	1 x Community Park Painting	2 x Craft work
		2 x Soak away Digging
		1 x Fencing
		1 x Beach Clearing (ongoing throughout year)
		1 x Archaeological Dig
		1 x Sign Erection
Medium Projects	1 x Citizens Advice Bureau External Painting	1 x Playgroup Internal Painting and Varnishing Floor
	3 x Playgroups/Nursery Internal Repair, Painting and Varnishing of Floors	
	1 x Outdoor Centre Internal Painting	
Large Projects	3 x Community Halls External and Internal Repair and decorating	2 x Community Halls External and Internal Painting
	1 x Youth Centre Internal Repair and Decorating	1 x Church Repairs and Painting
Individual Placements	1 x social work residential establishment 4 x Cope Ltd	1 x welfare trust residential establishment 8 x Cope Ltd

Total hours of unpaid work in 2003-04 = 4870

Total hours of unpaid work in 2004-05 = 4305

Action Plan

Appendix 2

	Task	Service/Agency	Timetable	Resources
2006-07	Review the management of sex offenders	Criminal Justice Team and Sex Offender Management Group	February 2006 Interagency Agreement of the adoption of recommendations from the North Lanarkshire Inquiry	Existing
		Criminal Justice Team	May 2006 Implementation of protocols for the sharing of information and management of sex offenders	Existing
	Drug Testing and Treatment Orders	Criminal Justice Team, SCDT, SADAT, Court User Gp	August 2006 Review of DTTO Scheme	Existing
	Probation Service	Criminal Justice Team	January 2007 Review changes to programmed work and client contact	Existing