



Community Justice Scotland asks 'Who deserves a second chance?'

SECOND CHANCERS

In October 2018, Community Justice Scotland launched its first national campaign aimed at changing perceptions of what justice should look like in 21st century Scotland.

Second Chancers is centered around the voices of those whose lives have been touched by the justice system. Comprising of a series of short documentary films and a touring audio exhibition, the campaign tells authentic and raw stories of success and failure, change and transformation, obstacles and helping hands. It paints a warts-and-all picture of what works, what doesn't and what we should be doing better.

Scotland has one of the highest incarceration rates in Europe. Scandinavia's incarceration rate is almost half that of Scotland's, whilst having a similar crime rate. Short sentences in prison are not only less effective at reducing reoffending than sentences in the community, but can have additional effects beyond the time spent inside, including homelessness, unemployment and family separation.

Community justice aims to repair harm, address offending behavior and support reintegration back into the community. Pay back often comprises of unpaid work and underlying issues connected to the crime are addressed through appropriate support – for example, drug and alcohol counselling or mental health treatment. Support with skills training, education, housing and employment may be provided to help the person return to the community and be able to look after themselves, their family and contribute economically.

The Second Chancers series is available to watch [here](#).

BSCP: Unintentional Harm Update



Unintentional Harm Web Platform

Work is progressing well to develop the new Unintentional Harm web platform, and we are hoping to go live early in 2019. We held a really useful 'user event' on 23 October where we heard from many of you about how you would like to see this develop – thank you to those who came along, we very much appreciated your time and input. For those who weren't able to make it, you might be interested in the write up from the event. Contact Elinor.Findlay@gov.scot

We're taking all of this feedback on board as we work with [Whitespace](#) (IT contactors) to develop and build the site.

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SCSN activity round up

It has been a very busy last couple of months of the year for SCSN and this newsletter covers some of the fruits of our labour. We have produced a substantial amount of learning documents including; Measuring Outcomes and Learning in Complex Systems, Participatory Budgeting, Resilience and we will soon be producing more on Local Governance. We have also published a Briefing Paper on the National Performance Framework.

Regional Meetings

We've been travelling around the country to Dundee and the Borders as well as hosting a number of regional meetings. The meetings provide an opportunity to discuss a range of local and national issues, share intel and discuss upcoming work, opportunities, research, consultations etc.

Molly's Work Experience - full article page 5

Molly Gillies, daughter of our Chief Officer Lorraine, spent the week with SCSN on her school work experience in November. Molly really enjoyed her work experience with SCSN and as part of this she wrote an article for the newsletter which is published unedited on page 5.

Question of the Month

We had no new Question of the Month in November, so we kept our previous question a little longer. In October, we asked:

'Is the Community Empowerment Act making a difference in your context?'

The results were:

Yes: 46%

No: 31%

Not sure: 23%

Thanks to all those who took part in our poll!

Question of the Month

December 2018

Whilst the festive season is a time of celebration and fun for many, we recognise that a lot of people experience feelings of loneliness, isolation, stress or money worries at this time of year. In this context we're asking:

'Are you ok this Christmas?'

You can take part in our poll [here](#).

60 seconds with...

Kirsty MacRae, Scottish Flood Forum



Winter is upon us and we're thinking about resilience at SCSN and how communities create it. This month we speak with Kirsty MacRae of the Scottish Flood Forum. The SFF provide advice and information, work with communities to raise awareness and work with local authorities and communities to develop community groups and responses to flooding.



Many people travel around Christmas time. Do you have any advice for them?

Travel wisely! We all do it and yet it's rarely the best time of year to be on the roads or travelling. Keep an eye on weather forecasts and if you live, work in or might travel through a flood risk area make sure you are signed up to SEPA's [Floodline](#) service to receive alerts and warning about flooding forecast in your area and in the areas through which you will be traveling. [Ready Scotland](#) also has great resources to help you be prepared for severe weather, whether at home on the road.

Secondly, if you are going to be away over Christmas then leave your house protected - you can turn the water off before you go away, and you can leave your heating on at a low level to avoid burst pipes. Plan before you go what you will do if you receive a flood warning or other winter weather strikes. Is a neighbour or family member able to check your home or install your [Property Level Protection](#) measures if needed? Can you leave keys with them and a contact number just in case?

What does resilience mean to you and why is it important?

In so many ways resilience, in the context of winter weather, is doing the sort of things I mention in my answer to your first question - keeping informed, being prepared, staying connected and having friends, neighbours

and family who can help when you need them - being part of a resilient community whether small or large.

In my day job with the Scottish Flood Forum, resilience is about being aware of the risks and knowing what you and your community can do about them - whether that be as simple as having a family [household plan](#) in place; forming a community group to agree joint actions and to work with your local authority and the SFF to develop a community emergency plan; or investing in property level flood products to protect your property. Resilience is also about how we recover if the worst happens - how can the wider community pull together to support and help those worst affected get back to "normal" - in the case of flooding this can be a long and painful journey.

How do you create resilience in your community and what are some of the ways people can create resilience in their communities?

Community resilience is first and foremost about good connections within the community and knowing both what you can do, and who you can contact, in the event of an emergency. So it can be as simple as keeping an eye out for neighbours who might need a bit of extra help when the weather's bad. A group focused on these things - whether as a stand-alone group, or as part of something broader can be a powerful tool. You may find there is already a community resilience group in your area - a quick google search may help you find out, or contact your local authority. If flood risk is one of your key concerns then we could help you set up such a [group](#). Do [get in touch](#) if you would like to know more.

What do you most look forward to at Christmas?

From a work point of view - a crisp, cold, sunny Christmas with lots of frost and sunshine, but no rain! Personally - to singing Christmas carols too loudly whilst usually forgetting the words!

SCVO Storytelling Conference

#SCSNLearning

David Barbour, SCSN Communications Officer

On the 22nd November I attended the SCVO Storytelling Conference in Edinburgh. The conference brought together a range of experts and speakers from around the country, making the case for the power of telling and sharing stories as a means of communicating effectively, sharing learning, inspiring others and building brand awareness.



It also looked at addressing some of the common issues faced when sharing stories and how these can be overcome, and featured presentations from some inspirational volunteers and of innovative ideas which had sought to change how sensitive stories were communicated in the national press.

The keynote speaker was Bob Keiller, Chair of Scottish Enterprise and former CEO of the Wood Group. Bob delivered a powerful presentation on the importance and art of telling your organisation's story and understanding their 'why' of your organisation. You can view a Ted Talk by Bob [here](#). Featured in his presentation was a story telling template for your organisation, which you can get from SCSN by emailing info@scsn.org.uk. Also keep an eye out for a more in depth learning report from this event in the coming editions of our newsletter which will feature the template.

The SCVO also re-launched their Comms Network at the event. The Comms Network provides those working in comms for SCVO member organisations with opportunities to network with colleagues, discuss best practice and hear from others who are experts in their respective fields. If you belong to an SCVO member organisation and work in a comms/PR/marketing role, sign up to the network and bimonthly ebulletin now by emailing commsnetwork@scvo.org.uk.

Resilience Documentary Screening

On 27th November the Scottish Community Safety Network (SCSN) in conjunction with the Alliance screened the film Resilience at the Citadel Youth Centre in Leith, Edinburgh. The film was followed by a panel discussion with a broad theme focus on ACEs and safer communities and justice.

Resilience is a one hour documentary that investigates the science of adverse childhood experiences and the implications of toxic stress. You can find out more about it [here](#).

Look out for a full SCSN Learning Report in our January newsletter!



Molly Gillies, Work Experience at SCSN

On the week of 12—16th November, Molly Gillies, daughter of our Chief Officer, spent the week on work experience with SCSN. As part of this she wrote a brief reflective article for the newsletter! Here it is, unedited and in her own words!



Hi I'm Molly, I'm 15 and I'm in my 4th year of high school and I've been doing work experience at the Scottish Community Safety Network for a week. Over the last four days I have been to quite a few different places. On Monday, I spent a day in their office. I did a small equipment audit because they are moving office next year, which didn't take that long but it was pretty easy, and for the rest of the day I did some work on the computers. I was summarising big amounts of writing about pre-driver initiatives and gender-based violence. I found this pretty difficult and it took me quite a long time to do only one but it was also quite interesting, and I also made a spread sheet about the small equipment audit.

On Tuesday I got to go to the Scottish Fire and Rescue Service Headquarters and Training Centre in Cambuslang. I got to meet Alan Doyle who was part of the Prevention and Protection Team who showed me around all of the buildings. I got to be toured around the

main big building, the fire station and the fire village. I also learned about what other things fire-fighters do other than putting out fires, which interested me because this was new information for me. In the fire village I got to go into the model buildings that future fire-fighters train in, when I was in one of the rooms they set the roof on fire which was really cool. It was a really good day and I learned a lot.

Wednesday was super busy; I went into the office at about 11am and worked for a little bit. Then I walked down to St Andrew's House (Scottish Government Building) to meet a few more people who then took me to "Meet the Ministers", which was quite interesting. The Ministers were The Cabinet Secretary for Justice, Humza Yousaf and Ash Denham, the Minister for Community Safety, and they were very interesting honestly, Mr Yousaf was very charismatic which was great and kept me listening and in general Miss Denham was pretty funny. Then later on that day I met with Hannah Dickson to go and watch the cross party meeting at the Parliament, which was about road safety. This was more interesting than I thought it would be, and even though I was tired I still enjoyed it. The physics teacher that showed us her presentation was really good and of course, the shortbread was obviously delicious.

Overall my work experience has been pretty interesting and have I learned lots of new things like how to make a spread sheet, what fire-fighters also have to do, how meetings work (The different roles required) and other important things that you can't learn from school.



eLearning Update: We have recently been reviewing our eLearning offering. This is in the context of a low uptake over the past two years. We want to be doing something that is better aligned with our #SCSNMasterclasses and provide the best learning opportunities possible. So watch this space!

Fire Service Transformation Consultation Results published

Dr Kirsty Darwent announces results of public consultation



"The results of our public consultation - *Your Service Your Voice* - which set out a vision for transforming the Scottish Fire and Rescue Service to do so much more for the people of Scotland, have now been published.

We were very clear from the outset that the consultation would be meaningful, with responses directly shaping our future plans.

Many of you shared your views, knowledge and insight - and for that, we thank you. Your contributions were among an incredible 1563 responses, which gave overall support for the vision for transformation - we welcome this, as it shows that respondents see how our proposals will benefit the communities we serve. The analysis of all responses - carried out independently by the University of Edinburgh - can now be viewed [here](#).

There was overwhelming support for proposals including the use of the latest technology, up-skilling firefighters to meet new risks, and improved remuneration for firefighters to respond to these risks as part of an expanded role. However, like any consultation, there are areas that require further explanation and assurance - such as training and operational capacity to take on a broader role, as well as future role definition and delivery model.

We are already working on an action plan that will directly address these very areas, ensuring we are able to show *how* we will deliver a transformed Service. Our aim is to continue meaningful and open engagement with you - our valued stakeholder - as we develop the detail of our plans to deliver our transformation vision. In the meantime, we will carefully review all of the feedback to see where that will allow us to directly shape those plans.

There is no doubt, transforming to take on a broader role will allow the Service to better meet the changing risks facing Scotland. However, we give you assurance that we will never lose sight of our core role as the providers of the national fire and rescue service. We also welcome the Scottish Government's ongoing support for our proposals, and their confirmation of over £5m additional funding in the 2019/20 draft budget - funding that will support our continued work towards transformation.

Transformation remains the right thing to do, not only for the future of the Service but for the people of Scotland. We ask you to continue to engage and share your views, as your voice will help us shape the right solutions."

Dr. Kirsty Darwent, Chair of the Fire and Rescue Service Board

SCSN contributed our own response to this consultation. You can view it and other consultation responses we have submitted on our [website](#).

BSCP Unintentional Harm Update Continued

One of the main functions of the web platform will be to gather and share **examples of good practice** from across Scotland that support the reduction of unintentional harm. We're keen for you all to consider whether you have examples you would be interested in sharing. If you're involved in work locally that you think could be included on the site, please get in touch with Hollie (Hollie.Gibson@gov.scot; 0131 244 5953) and she can tell you more. Attached is the template we're asking people to use, as well as the criteria that we'll use to help decide which examples will be included.

An important message from the user event was the importance of learning not only from practice that has worked well, but from **practice that hasn't worked so well**. We're thinking about how this can best be taken forward – one option is to develop a Learning Set where a small group of people could come together to share their experiences, and potentially identify themes/lessons that could be shared more widely on the site. If you are interested in being involved in this please let me know so we can gauge interest.

Strategy

As a partner on the Executive Group, RoSPA is leading on work to help **develop a more co-ordinated approach** to the wide range of legislation, policy and commitments that link to reducing Unintentional Injuries and Harm in Scotland. The first part of this exercise, which is focussed on developing a clearer understanding of what currently exists and bringing these together in a more coherent way, is almost complete. Attached is an outline of what has been identified so far. But

we're **keen to hear from you** about what else at a national or local level you are aware of and think should be included. Please have a look, and let RoSPA know (cmcavoy@rospa.com) if there's anything missing from this list that you think should be included. As part of this work, RoSPA is also keen to gather feedback from you all about strategic priorities for unintentional harm and what would be helpful going forward – please do take a few minutes to **fill in the [short survey](#)**.

Evidence and Evaluation

One of the key themes that emerged from the national learning event was the importance of developing capacity for appropriate and proportionate evaluation to be carried out. To help with this, SCSN are working with [Evaluation Support Scotland](#) to **develop a measurement framework for unintentional harm**. This will involve developing a simple theory of change about preventing unintentional harm, and pulling out the short term outcomes and indicators that practitioners can realistically expect to achieve, and measures that show a contribution towards preventing unintentional harm. This will help improve our collective understanding about how to appropriately measure what matters in our work to prevent unintentional harm. This follows a masterclass on '**Measuring performance and outcomes in complex systems**' hosted by SCSN in September. The sold-out seminar covered a different approach to performance management – one informed by the complexity of the systems in which we operate. There was excellent input from people and organisations that are putting these principles into practice, particularly using reflective practices. If you would like more detail about the key discussion points please get in touch with hannah.dickson@scsn.org.uk.

Hate Crime Consultation

Following the publication earlier this year of Lord Bracadale's '[Independent Review of Hate Crime in Scotland](#)', the Scottish Government is now consulting on current hate crime legislation.

This follows publication of the most recent [hate crime statistics](#) in Scotland which saw homophobic hate crime increase by 3% and disability related hate crime increase by 51%.

You can find out more about the Consultation and take part [here](#).

SCSN Participatory Budgeting Masterclass: Learning Report Published



In 2018 we were delighted to host the very first in our Masterclass series, on 'Participatory Budgeting (PB)' in June and September in Glasgow and Aberdeen. The event was delivered in partnership with PB partners, who have led the development of many PB processes related to community safety and policing across the UK.

As the Scottish Government continue to promote Participatory Budgeting (PB), we wanted to help our members build their capacity to embed PB as a tool and deliver PB initiatives within their community engagement work.



The first learning event in Glasgow was led by Dr Andrew Fisher and provided an overview and history of PB, including experiences in Scotland to date, a look at 'participatory small grants' and 'mainstream' models of PB including the challenges posed by PB, such as issues around fairness, democratic accountability, and mainstreaming and guidance on practical ways to take community safety related PB forward. There were videos of case studies and group sessions giving people the opportunity to share their own experiences of PB as well as explore how they might organise their own event.

The second learning event, facilitated by Jez Hall of PB Partners, covered the same areas but, after feedback from the first session, we spent more time on the planning of a PB event as well as inviting Simon Cameron from CoSLA, to speak in more depth about mainstreaming PB into local authority budgets. We also had Paul Nelis from SCDC present about the PB Charter.

The events were attended by 38 people in total, comprised mostly from our membership but with attendance from a few voluntary sector organisations. Jointly, participants rated the day 4.3 out of 5. We had some great questions, really interesting conversations and positive feedback from participants; with a great sense of enthusiasm for PB in the room and its potential within the safer communities sector.



For a more in depth look at the day, please see our Learning Report [here](#).

And so this is Christmas, and what have you done.....with your learning from our #SCSNMasterclass Events?

This year, we changed our training and learning offering and moved away from traditional training courses towards learning events in the form of our #SCSNMasterclass Events. We've compiled this short survey to ask whether anything in particular stuck with you and whether you've shared any learning from our Masterclass Events. Complete the survey [here](#).

Measuring Outcomes and Learning in Complex Systems - Full Learning Report Published

We recently published our Learning Report from the Measuring Outcomes and Learning in Complex Systems SCSN Masterclass which took place in September.

On 5th September 2018 we hosted the second event in our Masterclass series, this time on 'Measuring performance and outcomes in complex systems'. It was aimed at community safety partners, policy makers, performance and evaluation professionals and those working within community engagement and empowerment.

This seminar covered a different approach to performance management – one informed by the complexity of the systems in which we operate. We also heard from people and organisations that are putting these principles into practise, and participants had the opportunity to explore these ideas and provide opportunities to discuss how they could apply them to their own team, organisation and partnership.

We wanted to introduce this new approach – that at the heart of good outcomes lies a healthy system – to the community safety and justice sector in Scotland and get them to think about a new approach to performance management using this principle and what it might look like for them.

Continue reading the report in full [here](#), as well as being able to view presentations on the day on our [Youtube channel](#).



National Performance Framework Briefing Paper Published

We've just published a new Briefing Paper on the National Performance Framework, written by Tricia Spacey, currently working on secondment with us from Fife Council on Safer Communities Improvement and Partnerships.



Introduction

The Scottish Government launched the first National Performance Framework (NPF) in 2007. The framework set out its purpose and outcomes and its aim to measure national wellbeing beyond Gross Domestic Product (GDP). Experience had shown using only GDP as a measurement failed to provide a true reflection of the wellbeing of a nation. Economically a country could be thriving, but were people healthy, educated and happy?

The first NPF had sixteen national outcomes, supported by a range of economic, health, social and environmental indicators, used to measure progress towards achieving the overall aim. Locally alignment to the NPF was through Single Outcome Agreements.

Continue reading by downloading the Briefing Paper in full [here](#).

In other news...

news



Carnegie Trust Kindness and Public Policy Report

On 1st November, the Trust published Carnegie Fellow, Julia Unwin's fascinating exploration of [kindness and public policy](#). The report's central argument – that the great public policy challenges of our time demand an approach that is more centred on relationships – was well received by a range of key stakeholders in the Scottish Government, the Care Review, the Welsh Assembly and many more. Carnegie UK would like to say a big thank you to all who for read, shared and helped to make the launch such a success.

Community Planning after the Community Empowerment Act: Second Survey of Community Planning Officials in Scotland Executive Summary and Recommendations published

Community planning officials (CPOs) constitute a key group of local public servants in Scotland. They work across a broad range of policy areas, from the environment to regeneration, equalities, housing, planning, transport, community development, and health and social care, to name a few. They are at the forefront of advancing the agenda laid out by the 2011 Christie Commission on the Future Delivery of Public Services and the 2014 COSLA Commission on Strengthening Local Democracy, as well as legislation such as the 2015 Community Empowerment (Scotland) Act.

In sum, CPOs carry out the everyday work of enabling local governance in Scotland at the interface of three crucial policy agendas: public service reform, social justice and community empowerment. This report presents the comparative findings of the first two surveys (2016 and 2018) of CPOs conducted in Scotland. The timing of these two surveys is significant because it covers the first two years of implementation of the Community Empowerment Act (CEA), and the 2018 survey is one of the first pieces of research to capture some of the early impacts of this legislation on community planning practice.

Read the full report [here](#).

Consultation on Multi Agency Risk Assessments

The Scottish Government is consulting on Multi-Agency Risk Assessments and interventions for victims of domestic abuse. A multi-agency risk assessment is a regular, local meeting where information about domestic abuse victims at risk of the most serious levels of harm (including murder) is shared between representatives from a range of local agencies to inform a coordinated action plan to increase the safety of the victim and their children.

The consultation is open until March 2nd 2019.

Take part in the consultation [here](#).

National Development Officer Blog - November/December

Hannah Dickson updates on her work...

November was a pretty busy month in the lead up to Christmas - I've been supporting our student intern Lisa with developing her research question and methods for her placement with us, and also supporting Molly who spent her S4 work experience week with us. You can read more about what Molly thought about her week in her newsletter article but I was working with her on writing an easy read interpretation of the Equally Safe strategy, we went to a road safety themed Cross-Party Group on Accident prevention and safety awareness at the Scottish Parliament and she wrote a passionate article about the use of seatbelts on school transport. It was great to have you here with us for the week Molly!



During November we had a BSC Partners meeting to follow up from our last meeting in June - we talked about our closer partnership with Neighbourhood Watch Scotland, heard from the SPFL Trust about the work they do and their plans for the future and heard about everything the group had been up to since our last meeting. Looking forward to the next one!

Our work with Community Justice Scotland continues - this month I've been learning about Community Justice Scotland's plans for commissioning frameworks and sharing some of our Evidence-Based Strategic Planning training tools with them. One of the Improvement team and I have been working on a joint piece of research on joint approaches to community safety and community justice partnerships and we were pleased to send out our invitation for people to participate - we've had eight partnerships wanting to take part which is great. Now, onto the next stage of the research!

For a while we've been trying to broaden the membership of the partnership analyst forum to reflect the changes in the wider community safety landscape so I was pleased this month to meet with Local Area Research and Intelligence (LARIA) Scotland and the new partnership analyst team in Police Scotland to chat about this in more depth - we'll be discussing opportunities for closer working at the next Partnership analyst forum on 10th December in Dundee so watch this space. If you'd like to join us just drop me an email hannah.dickson@scsn.org.uk.

Working for a national organisation gives us enormous opportunity to get out of the office frequently to participate in events across Scotland and share the learning with our partners. This month I was so pleased to join What Works Scotland for their event about Research for change in Glasgow (you can find all the presentations [here](#)) and be invited to participate in a session hosted by the Scottish Institute for Policing Research Police Scotland with Police Scotland talking about partnerships and collaboration.

[Continue reading on our website.](#)

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SHARE YOUR NEWS!

If you would like to submit an article, request information or share good practice in our newsletter, please get in touch! Email info@scsn.org.uk



The closing date for the January newsletter is 5 January.



34b Thistle Street, North West Lane

Edinburgh, EH2 1EA

0131 225 8700/7772

Email: info@scsn.org.uk

Company Ltd. SC357649

Charity No. SC040464

www.safercommunitiesscotland.org