

# ABERDEEN CITY COUNCIL

## BUSINESS CASE

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**COMMITTEE** Social Care and Wellbeing

**DATE** 22<sup>nd</sup> April 2010

**LEAD OFFICER** Lesley Simpson

**AUTHOR OF BUSINESS CASE** Lesley Simpson

**NAME(S) OF HR ADVISER(S) CONSULTED**

**TITLE OF BUSINESS CASE** Criminal Justice Support Worker – Women's Services

**REPORT NUMBER** SCW/10/056

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### PURPOSE OF BUSINESS CASE

The purpose of the business case is to advise Members of the allocation of £45,000 to Aberdeen City Council Criminal Justice Social Work Service specifically to enhance services for women offenders. This is in the context of:

- Recognition at national level, both UK and Scottish, of the requirement to provide gender specific services for women offenders
- Supporting the principles of the Scottish Government Reducing Re-offending Programme; specifically the aims and objectives of the Community Reintegration Workstream.
- The establishment of the Community Integration Unit for women offenders at HMP Aberdeen and the need to provide mentoring support.
- Enhancing gender specific interventions for Community Payback Orders
- Supporting the implementation of the Criminal Justice Women's Strategy

It is proposed that the post of Criminal Justice Support Worker, Women's Services, be created, with the potential to fill this on a seconded basis, for a fixed term period of 51 weeks. The remit of the post will be comprehensive, from early intervention to high end need.

It should be noted that Scottish Government made £100,000 available to each Community Justice Authority (CJA) to enhance services for women who offend. The Northern CJA chose to allocate £45,000 to this authority in recognition of the disproportionately high number of women from Aberdeen City who are incarcerated in HMP Cornton Vale, both sentenced and on remand.

### RECOMMENDATION(S)

It is recommended that Committee approve the following:

Additional resource(s) / change to structure required	Job title(s)	No of jobs
Establishment of permanent job		
Conversion of fixed term job to permanent status		
Creation of fixed term job	<b>Criminal Justice Support Worker</b>	<b>1</b>
Extension of fixed term job		
Dis-establishment of permanent job		
Change to Job Title	<b>Former:</b> <b>Revised:</b>	
*Redesign of existing job		

## **BUSINESS CASE**

Please do not repeat any information contained in other sections of the report

- 1. With specific reference to anticipated outputs/outcomes, state how the recommendation(s) support corporate objectives e.g. Council's Policy Statement; Vision and Values; Local Government (Scotland) Act 2003; Community Plan; Transformation Programme etc.**

Vibrant, Dynamic and Forward Looking makes a commitment to modernise service delivery. The Community Plan aims to make Aberdeen a safer place in which to live and work. Key elements of this are social inclusion, crime prevention and a reduction in drug and alcohol misuse and associated crime.

Whilst based in CJSW Services, the impact of this post will be wider, in relation to, for example, child protection, drug and alcohol services and the community safety agenda.

This proposal meshes with the recently published SPS Strategy Framework for the Management of Women Offenders in Custody.

- 2. State how the recommendation(s) support service objectives and plans and/or the achievement of a Statutory Performance Indicator.**

The Management of Offenders Act requires Community Justice Authorities to ensure that Criminal Justice Social Work Services comply with relevant legislation, national and local policies and procedures. The aim is to enhance public protection by reducing the risk of harm and of reoffending. In order to achieve this aim the Vision Statement for Social Care and Well-being sets out the key statements in respect of Criminal Justice Social Work:

- Increase public confidence in Criminal Justice Social Work services.

- Reduce re-offending.
- Increase public protection by providing effective supervision and management to offenders within the community.
- Provide a range of interventions for offenders based on:
  - Restrictions on opportunity to cause harm.
  - Rehabilitation through effective programmes.
  - Reparation for the harm they have caused.
  - Re-integration as contributing members of society.

The creation of this post will enable CJSW to better respond to the specific needs of women offenders and thus contribute to the achievement of the stated aims.

**3. A) Outline why the new work cannot be undertaken within existing staff resources e.g. by re-distributing resources or curtailing lower priority services.**

This is an additional expectation (with additional funding) placed on CJSW by Scottish Government and the CJA. We are not currently resourced to fully respond to this expectation.

**4. Risk Management: What are the consequences of not proceeding with the recommendation?**

CJSW would be unable to support the SPS Community Integration Unit. We would be in a position of reporting to the NCJA that we were in such a position, which would affect the NCJA's Area Plan outcomes.

We would be unable to deliver on the aims and objectives set out in the Scottish Government's Reducing Re-offending Programme.

**5. Risk Assessment: What Health and Safety considerations have been taken into account?**

The post will be covered by the Lone Working Policy.

**6. Financial Implications:**

**Impact on current year's revenue/capital budget:**

Job Title	JE Grade	Min Salary*	Max Salary*
Criminal Justice Support Worker			£32,268

**NB These figures are indicative only and will be subject to Job Evaluation**

\*These figures are based on an appointment being made by <>. Minimum and maximum salary costs also include agreed allowances and 26.1% on costs.

Net Cost	£32,268	Net Saving	N/A
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**Source and amount of revenue/capital budget funding available:**

The funding has been available to the NCJA via Section 27 funding and will be made available to Aberdeen City Council CJSW Services via an adjustment to the level of funding.

**Amount of external monies available within the current financial year:**

£45,000

**Amount of external monies available in total:**

£45,000

- 7. If the recommendation(s) relate to additional staffing, outline and justify the proposed contractual status of the new employee(s) i.e. 'permanent' or fixed term?**

It is proposed that the post is fixed term for the period of 51 weeks as the funding has been made available on an initial basis of one year.

- 8. If the recommendation(s) are funded on a time-limited basis from an external source, what is the likelihood of the project continuing beyond the term of funding?**

It is likely that Scottish Government will continue to identify funding to support gender specific services for women in the criminal justice system to enable achievement of policy.

- 9. If the project is likely to continue beyond the term of funding, what steps are being considered in order to finance this extension?**

See above

- 10. In the case of fixed term contracts, state whether this contract is task or event related; outline the proposed exit strategy and detail how potential exit costs will be met.**

N/A

- 11. What accommodation and equipment considerations have been taken into account?**

The post will be located at Exchequer House

- 12. HR Comment(s)**

- 13. Report Author Details**

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