



**Community Justice Scotland**  
Ceartas Coimhearsnachd Alba

**Business Plan 2017-18**

**Community Justice Scotland** is the new national body for community justice in Scotland. It has an independent Board which provides governance and oversight of its activities. Operationally, Community Justice Scotland is led by a Chief Executive supported by professional staff, experienced in working in community justice.

- It is a non-departmental public body (NDPB).
- Government sets the strategic framework but Community Justice Scotland retains independence and carries out its duties without political interference.
- It works with a range of statutory and non-statutory partners including the police, prison service, courts, local authorities, fire and rescue service, Skills Development Scotland, health boards, integration joint boards and the third sector.

**Community Justice Scotland's functions are:**

- **Prevention** - providing leadership, training and insight to support community justice partners prevent offending and reduce the number of future victims.
- **Develop** - identify worldwide expertise, best practice and opportunities for commissioning, and introduce fresh ideas which inspire innovation and change.
- **Challenge** - change the conversation about community justice and prevention of offending, shift attitudes and increase understanding.
- **Support** - work with our partners and help drive change by identifying challenges and promoting improvements in our community justice system.

The ways in which Community Justice Scotland carries out these functions include:

- creating a **national strategy for learning and development**, identifying best practice from across the world and sharing it with partners.
- **reviewing local community justice plans and performance data** and giving feedback and support to improve community justice outcomes including making recommendations to Scottish Government.
- creating a **communications strategy** promoting community justice as a vital and effective part of the justice system and by advising and supporting partners on implementation in their area.
- producing a **strategic approach to commissioning**.

Community Justice Scotland is based in Edinburgh but is a national body working across the whole of Scotland.

Community Justice Scotland was launched on 1<sup>st</sup> April 2017. The aim of the Community Justice (Scotland) Act 2016 is to create a stronger community justice system **based on local** planning and delivery supported and **guided by national** leadership and oversight.

This business plan covers the first operational year of Community Justice Scotland's activity – April 2017 to March 2018.

<b>COMMUNITY JUSTICE SCOTLAND BUSINESS PLAN 2017/18</b>	<b>Relevant Section of Act, the National Strategy for CJ, Framework Agreement or other source</b>	<b>Timescales</b>	<b>Lead (approval in italics)</b>	<b>Link to Corporate Plan - Support (S) - Promote (P) - Lead (L) - Prevent (Pr)</b>	<b>Performance Measure</b>
<b>Deliverables</b>					
<b>CORPORATE GOVERNANCE</b>					
<b>1 CJS Annual Report on functions</b> 1.1 Agree with Scottish Government timescales for laying in Parliament and subsequent publication of first annual report on functions for 2017/18. In future years this will be combined with the Annual Statement of Accounts.	11 Framework Agreement	1.1 Timescales for first annual report to be agreed with Scottish Government by 31 March 2018	<i>Board</i> (Director of Operations, Business Manager)	L	Timescale for publication of annual report on functions and accounts for 2017/18 agreed
<b>2 Annual Statement of Accounts</b> 2.1 Draft accounts for interim period 2016/17 to be sent to Auditors July 2017 (due to Scottish Government set-up expenditure prior to the organisation coming into operation in April 2017) 2.2 Annual Accounts for interim period 2016/17 to be approved for publication and sent to Scottish Ministers. In future years the Annual Statement of Accounts will be combined with the Annual report on functions.	12	2.1 July 2017 2.2 August 2017	<i>Audit &amp; Risk Committee</i>  (Scottish Government, Chief Executive)	L	Annual Accounts approved and published
<b>3 Governance</b> 3.1 Terms of Reference for the Board 3.2 Terms of Reference for Audit & Risk Sub-	9	3.1 May 2017 (complete)	<i>3.1-3.3 Board</i> (Business Manager)	L	3.1-3.3 TOR in place

Committee 3.3 Terms of Reference for Remuneration Committee 3.4 Annual Review Meeting between Cabinet Secretary / Minister and Chair	Framework Agreement	3.2 May 2017 (complete) 3.3 July 2017 3.4 By 31 March 2018	3.4 <i>Chair of Board</i> (Business Manager)		3.4 Meeting has taken place
<b>4 Corporate Policies</b> 4.1 Corporate policies and procedures in place in relation to Complaints Handling procedure and Stakeholder Guide 4.2 Identification of further corporate policies and procedures		4.1 Complete – published on website 4.2 End March 2018	<i>Board</i> (Business Manager)	L, S, P	4.1 Complaints policies and procedures in place 4.2 Corporate policies and procedures in place
<b>5 Duty of Co-operation</b> 5.1 Development of an Information Sharing Protocol	35	October 2017	<i>Chief Executive</i> Head of Improvement		Protocol in place
<b>6 Corporate Plan – development</b> 6.1 Draft plan for consultation with community justice partners, appropriate 3 <sup>rd</sup> sector bodies and anyone else deemed necessary	10	Initial draft plan developed July 2017 Consultation draft plan approved August 2017 Plan revised in light of consultation feedback November 2017	<i>Chief Executive</i> (Director of Operations)	L	Corporate plan developed Consultation activity held
<b>7 Corporate Plan – approval</b> 7.1 Approval of corporate plan 2017-2020	10	7.1 Draft plan for final approval of Board	<i>Board</i> (Chief	L	7.1 Corporate

7.2 Monitoring arrangements in place		<p>prior to submission to Scottish Ministers – November 2017</p> <p>Submission to Scottish Ministers – December 2017 – for onward submission to Parliament</p> <p>Publication of corporate plan – February 2018</p> <p>7.2 Monitoring arrangements underway Q1 2018</p>	Executive, Director of Operations, Business Manager)		<p>plan approved</p> <p>Plan submitted to Scottish Ministers to be laid in Scottish Parliament</p> <p>Corporate plan published</p> <p>7.2 Monitoring arrangement in place</p>
<p><b>8 Annual Business Plan</b></p> <p>8.1 Business Plan 2017/18 drafted and approved</p> <p>8.2 Business Plan monitoring and reporting arrangements in place</p>		<p>8.1 Draft plan to Board June 2017 - complete</p> <p>Final plan to Board – July 2017</p> <p>8.2 Quarterly monitoring reports established by October 2017</p>	<i>Board</i> (Chief Executive, Director of Operations, Business Manager)	L	<p>8.1 Annual Business Plan in place</p> <p>8.2 Quarterly monitoring and exception reporting in place</p>
<p><b>9 Stakeholder Engagement</b></p> <p>9.1 Stakeholder Engagement Strategy developed outlining proposed engagement with statutory partners, third sector and others – event, meetings, conferences, etc.</p> <p>9.2 Series of roadshows nationwide</p> <p>9.3 National Conference</p> <p>9.4 CJS participation in national expert and stakeholder working groups</p>		<p>9.1 Engagement Strategy – September 2017</p> <p>9.2 Regional Roadshows May/June 2017</p> <p>9.3 National</p>	<i>Board</i> (Chief Executive, Head of Comms)	P	<p>9.1 Engagement Strategy in place</p> <p>9.2 Events held.</p> <p>9.3 National</p>

		Conference – by 31 March 2018  9.4 Participation in expert groups – by 31 March 2018			Conference held  9.4 CJS participation in national expert and stakeholder working groups secured
<b>IMPROVEMENT</b>					
<b>10 Monitoring national and local performance in relation to Community Justice Outcomes</b> 10.1 Monitor performance against national/ local outcomes in each LA area and report back to local partners on performance.	26	Review of CJOIPs – April – July 2017	<i>Chief Executive</i>  Head of Improvement	S	Review of CJOIPs complete
<b>11 Analysis of 32 local authority areas CJ Outcomes Plans</b> 11.1 General feedback to all areas at CJ Coordinators national network workshop event 11.2 All plans systematically and consistently analysed 11.3 Attendance at local Community Justice Partnership (or equivalent) meetings - plan to attend minimum of one meeting in each area 11.4 Feedback to local areas individually on their plans 11.5 Trend identification of strengths and areas for improvement across the plans as a collective		11.1 General feedback workshop completed by: June 2017  11.2 From May 2017 - 31 March 2018  11.3 Completed by 31 March 2018  11.4 From May 2017 - 31 March 2018  11.5 Completed by 30 November 2017	<i>Chief Executive</i>  Head of Improvement	S	11.1 June workshop completed  11.2 Plan analysis complete (100%)  11.3 Attendance at CJ partnership meetings (100% of partnership meetings have at least

					one visit)  11.4 feedback complete (100% of plans)  11.5 Area analysis completed for national outcomes report (action 12 below)
<b>12 Annual Report on Community Justice Outcomes</b> 12.1 Agree process and timetable for first CJ outcomes report with Scottish Government.  12.2 Agree process and timetable for Community Payback Order (CPO) annual report to be laid in Scottish Parliament  12.3 Submit CPO annual report to Scottish Parliament on date agreed.	27  Criminal Procedures Act 1995 (section 227 ZM)	12.1 Process and timetable for CJ Outcomes reporting to be agreed between CJS and SG by March 2018. 12.2 Process and timetable for CPO annual report to be agreed by March 2018.  12.3 CPO report laid in Scottish Parliament.	<i>Chief Executive</i>  Head of Improvement	L. Pr	Process and timetables agreed  CPO annual report published
<b>13 Performance Improvement Activity</b> 13.1 Promote improvements in reporting and provide advice / assistance to CJPs on planning and reporting 13.2 Promote improvements in provision of community justice and provide advice / assistance to CJPs on provision of community justice. 13.3 Make local and / or national	5, 28-30	31 March 2018	<i>Chief Executive</i>  Head of Improvement	P, S, L, Pr	Summary of advice and improvement recommendations

improvement recommendations.					
<b>14 Research</b> 14.1 Explore potential for research to support promotion of improvement best practice. 14.2 Establish an academic advisory group for identification and sharing of best practice and innovation	5,	14.1 31 March 2018 14.2 December 2017	<i>Chief Executive</i>	L, S, P, Pr	14.1 Research published as appropriate  14.2 Academic advisory group established
<b>15 Demonstration Projects on Community Justice</b> 15.1 Scoping and mapping of potential demonstration projects	5	March 2018	<i>Chief Executive</i>	S, P, Pr	Initial scoping and mapping activity complete
<b>COMMISSIONING</b>					
<b>16 Strategic Commissioning Framework</b> 16.1 Initial research on strategic commissioning. 16.2 Agree scope of strategic commissioning framework with Scottish Government. 16.3 Draft a Strategic Commissioning Framework for consultation purposes	5, 34 in relation to Learning  National Strategy for CJ (S.5)	16.1 Initial research by September 2017 16.2 Scope of framework to be agreed with Scottish Government by November 2017  16.3 Consultation paper to be drafted by March 2018	<i>Board</i>  Chief Executive	L, S	Strategic Framework scoping document available for consultation

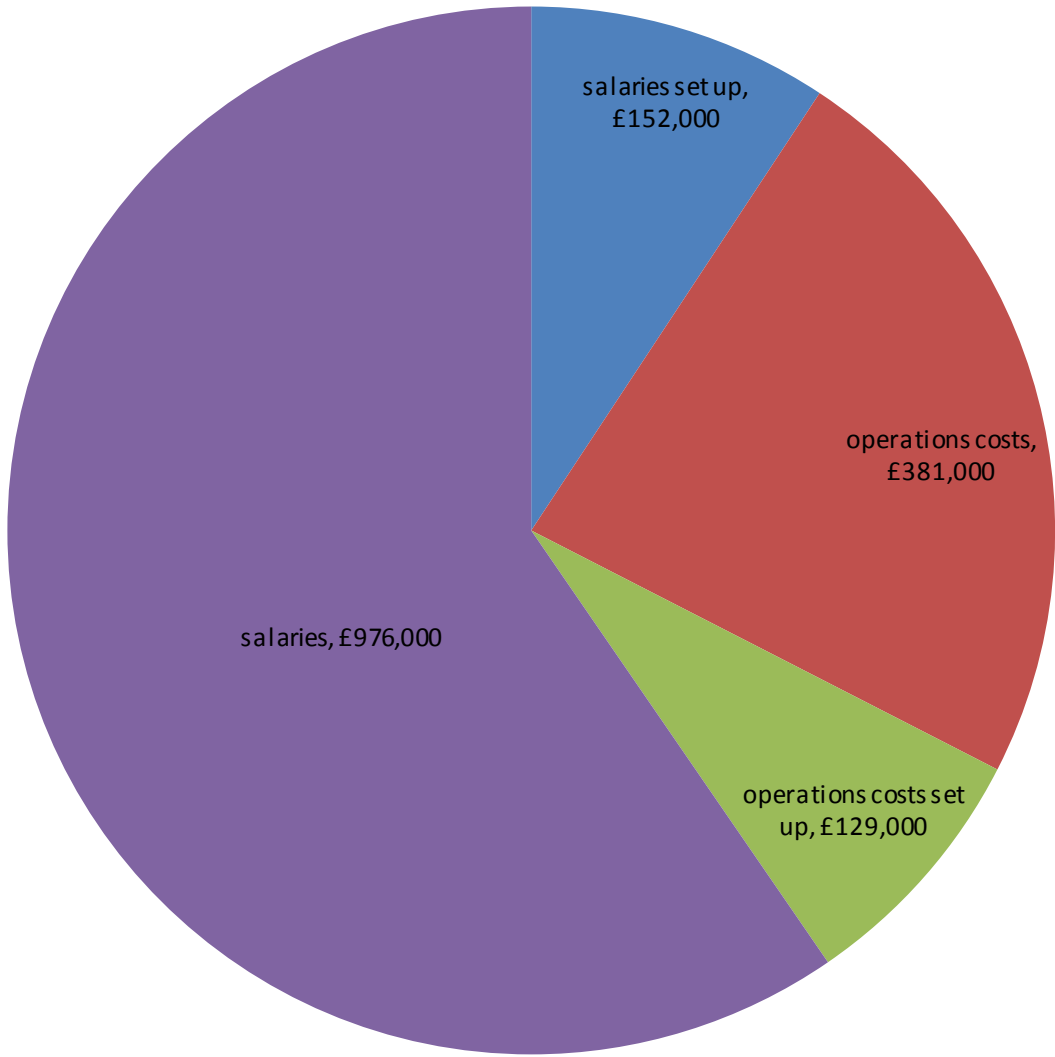


<b>LEARNING DEVELOPMENT &amp; INNOVATION</b>					
<b>17 Strategy for Learning, Development &amp; Innovation</b> 17.1 Draft Strategy for consultation 17.2 Publication of Strategy	32	17.1 January 2018 17.2 March 2018	<i>Board</i> (Head of Learning, Development & Innovation)		Strategy in place
<b>18 Training Needs Analysis</b> 18.1 Engagement and mapping of current CJSW training up to October 2017 18.2 <b>Consultation on TNA identifying</b> Core training requirements from October 2017 – March 2018 18.3 Future training needs for development from April 2018 consulted upon 18.4 Number of staff required for L, D & I function to be identified	5	18.1 Initial TNA consultation and proposal submitted to Board in June 2017 (complete)  18.2 Stakeholder feedback to inform revised TNA for year 1 (to March 2018)- Board July 2017  18.3 Future TNA (from April 2018) linked to Strategy and consultation complete by end March 2018  18.4 Staff requirements identified by end March 2018	<i>Board</i> (Head of Learning, Development & Innovation)		Training Needs Analysis and consultation complete  Training requirements and staff required identified
<b>19 Strategy for Learning, Development &amp; Innovation</b> 19.1 CJS to agree timescales/process with	33	19.1 Process and timescales to be agreed by March	<i>Board</i> (Head of Learning,	S, P, L, Pr	Process for strategy review

Scottish Government for first review by 2019		2018	Development & Innovation)		agreed
<b>20 Creation of Learning Development &amp; Innovation Hub</b> 20.1 Operational issues identified 20.2 Financial issues identified 20.3 Recruitment needs identified 20.4 Stakeholder engagement (linked to Stakeholder Engagement and Training Needs Analysis at 9 & 18 above respectively) identified 20.5 Infrastructure /planning, iterative development and testing	5	October 2017	Chief Executive (Head of Learning, Development & Innovation)	S, P, L	Planning phases of the Hub developed
<b>21 Learning, Development &amp; Innovation Activity</b> 21.1 Explore opportunities for CJS to conduct, commission, co-ordinate research; identify and share good practice; develop / provide training; 21.2 Comply with any request from Ministers to do any of the above.	5, 34 (plus explanatory notes)	March 2018	Chief Executive (Head of Learning, Development & Innovation)		Research activity for Learning, Development and Innovation activity made available
<b>COMMUNICATION</b>					
<b>22 Communications Strategy – development and implementation</b> 22.1 Development of Communications Strategy	5	22.1 Draft strategy in place for Board consideration August 2017	Board Chief Executive Head of Comms	L, S, P, Pr	Strategy in place

<b>23 Website and Social Media</b> 23.1 Website and social media accounts established 23.2 Recruitment of social media/webmaster to review and maintain content	5	23.1 Website complete (April 2017)  23.2 By March 2018	<i>Chief Executive</i>  Head of Comms	L, S, P	
<b>24 Freedom of Information (FOI) Scheme</b> 24.1 Adoption of FOI Scheme 24.2 Staff awareness training on Freedom of Information	Schedule 1 Section 14	24.1 Complete by April 2017 (Complete)  24.2 Staff awareness training provided May 2017 (Complete) and upon recruitment for new staff	<i>Chief Executive (Business Manager)</i>	L	Adoption of FOI Scheme and training provided to all staff
<b>EFFECTIVE ADMINISTRATION &amp; RESILIENCE</b>					
<b>25 HR Policies</b> 25.1 Policies established: <ul style="list-style-type: none"> <li>• Competency Framework</li> <li>• Values in Action Framework</li> <li>• Resourcing review</li> </ul> Recruitment Process Evaluation 25.2 Staff consultation exercise:	5	25.1 By 31 March 2018  25.2 By 31 March 2018	<i>Chief Executive (HR Manager)</i>	L	HR Policies in place  Staff consultation complete
<b>26 CJS Accounting &amp; Budgetary Policies and Procedures</b> 26.1 Financial performance and budget monitoring arrangements established 26.2 Accounting and budgetary policies and procedures established 26.3 Monthly budgets submitted to Scottish Government 26.4 Delegated Authority Matrix established	12	26.1 Proposed budget allocation to Board – complete April 2017 26.2 Procedures established and regular financial monitoring reports to Board from July 2017  26.3 Monthly budgets to SG until end March 2018	<i>Board (Chief Executive, Director of Operations, Business Manager)</i>	L	26.1/26.2 Budget monitoring arrangement in place  26.3 Monthly budgets to Scottish Government  26.4 Delegated

		26.4 Scheme of Delegated Authority Matrix July 2017			Authority matrix in place
<b>27 Managing Risk</b> 27.1 Develop and maintain a corporate risk register 27.2 Develop and maintain an operational risk register	5	27.1 Corporate risk register to Audit & Risk Committee August 2017 and Board August 2017  27.2 Operational risk register next Audit & Risk Committee after July 2017 (dates to be agreed)	27.1 <i>Board</i>  Chief Executive  27.2 <i>Audit &amp; Risk Committee</i>  Chief Executive	Pr	Corporate and Operational Risk Registers in place and maintained
<b>28 Business Continuity</b> 28.1 Business Continuity Plan established and communicated		May 2017 (complete)	<i>Board</i> (Chief Executive)	L,S	Business Continuity Plan in place
<b>29 Compliance with other legislative requirements</b> 29.1 Regular engagement with Scottish Government Sponsorship Team to ensure awareness of and compliance with legislative and other requirements on CJS and their impact on CJS operations		Monthly meetings between CJS and Sponsorship Team, Scottish Government Justice Division	<i>Chief Executive</i>  All Managers as appropriate	L	Relevant policies and procedures in place as appropriate



**Board**  
Governance, Strategic Vision and Leadership

**Chief Executive**  
Chief Accountable Officer  
Vision and Leadership

**Director of Operations**  
Corporate Operations  
Management

**Communications**

- Communications strategy & analysis
- Media relations & training
- Brand guardian
- Reputational risk
- Stakeholder engagement
- Development of key messages
- Social media and website
- Marketing
- Publications
- Multimedia content

**Improvement**

- Feedback and support to local CJ partners
- Improvement methodologies
- Research and Evidence-based practice
- Analysis and Data management
- Policy
- Consultations
- Frameworks

**Learning, Development & Innovation**

- Training needs analysis and training delivery to Criminal Justice Social Work & other stakeholders
- Continuous professional development pathway
- Blended learning
- Innovation hub development
- Research & best practice identification and sharing

**Corporate**

- HR
- Finance
- Administration
- Board/Governance
- Annual reports
- Business plan
- Corporate plan
- Policies and Procedures
- Resourcing
- Commissioning
- Policy

