

UNLOCKING POTENTIAL
TRANSFORMING LIVES



SCOTLAND'S APPROACH TO WOMEN IN CUSTODY

JOHN DOCHERTY

PROGRAMME EXECUTIVE

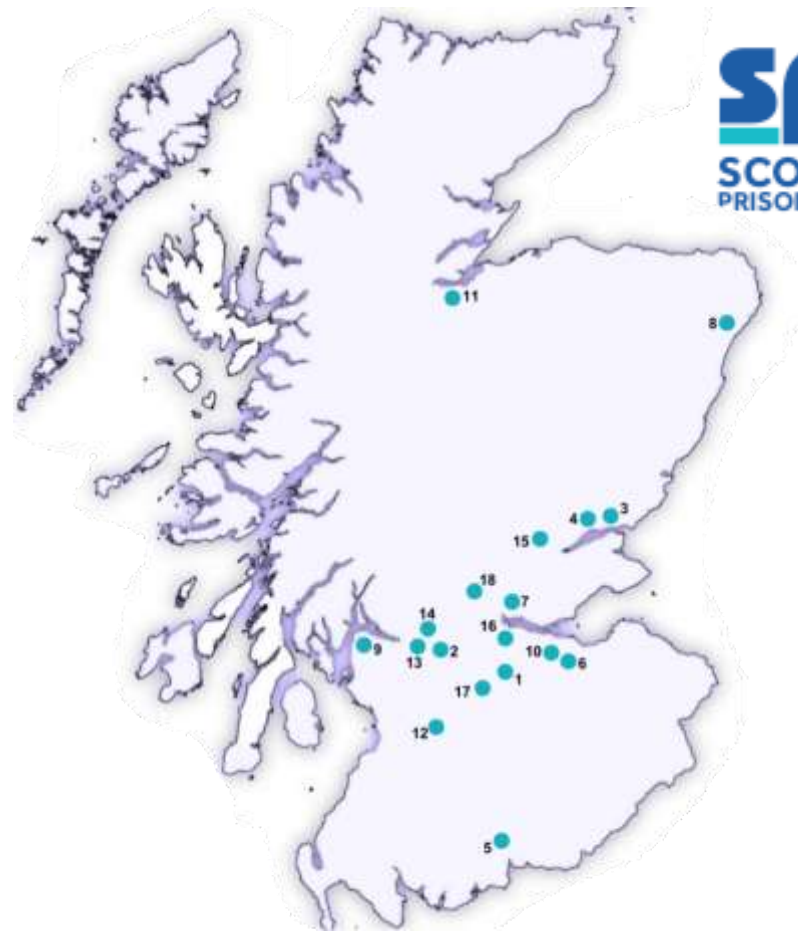
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IMPRISONMENT IN SCOTLAND

- 17 Prisons
- 4000 Staff
- C. 8000 People in Custody
 - 310 women
 - 150 Young Offenders

Women in Prison

- Historically around 400 women all in HMP Cornton Vale
- Currently 310 women housed across 6 establishments throughout Scotland
- Stirling, Polmont, Greenock, Grampian and the two new Community Custody Units Liliass & Bella



CHALLENGES

- Unresolved trauma, bereavement & guilt
 - Mental health issues – self harm
 - Substance misuse
 - Complex General Health Issues
 - Behavioural Challenges
 - Lack of investment in the Women's estate over a number of years
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DRIVERS FOR CHANGE

- Commission on Women Offenders
 - International Symposium: From Vision to Reality – Transforming Scotland’s Care of Women in Custody’
 - New Model of Custody & Supporting Strategy for Women In Custody
 - Trauma Informed & Gender Specific
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WHAT DOES IT MEAN TO BE TRAUMA INFORMED

- Trauma can reduce the ability to function effectively and manifest in behaviours that challenge in order to communicate distress.
- Trauma Informed Core Values
 - Safety
 - Empowerment
 - Trustworthiness
 - Choice
 - Collaboration

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HMP STIRLING

- 100 space facility
- High Risk / Need
- Adult and YO of all sentence types
- Campus style layout
- No bars on windows or Grille gates etc.
- Use of greenspace & glass to maximise natural light & therapeutic benefits of outdoor spaces
- Designed to feel less custodial & more therapeutic
- Provides stepped up mental health care in collaboration with NHS healthcare team.



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COMMUNITY CUSTODY UNITS



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WHAT IS A CCU



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COMMUNITY HUB



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COMMUNITY GARDEN



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CENTRAL GARDEN



OFFICIAL

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SPS
SCOTTISH
PRISON SERVICE

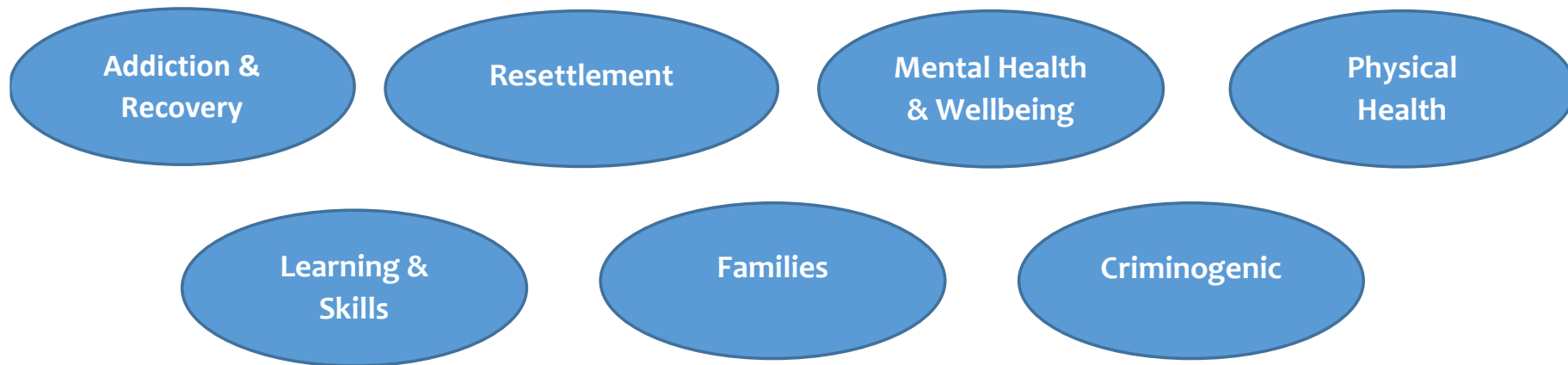


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NEEDS ASSESSMENT



ROLE OF STAFF

- Deliver / Support Case Management
 - Support women to identify their needs, supports and services
 - Personal Officers will engage women in semi-structured conversations to help identify their needs, risks, assets and potential triggers
 - Help develop individualised timetable
 - Support women through various case management processes advocating on their behalf
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STAFF SELECTION AND TRAINING



- New role created CCU Officer
- All staff are case workers, supporting women in the unit and in community
- Developed new job description allowing us to recruit to the role
- Values Based Recruitment

STAFF TRAINING & DEVELOPMENT

Phase 1:

- New Staff – Caring for Women in Custody (5 days)
- Existing Staff – Caring for Women in Custody (2 day workshop)
- Case Management for Women
- Bespoke training package for managers – Leading in a Trauma Informed Environment

Phase 2:

- CPD Pathway
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QUESTIONS?