



South Lanarkshire Community Planning Partnership

**Community Justice Outcome Improvement
Plan**

Executive Summary 2017-2018

The Scottish Government's vision for Community Justice is reflected in our first South Lanarkshire [Community Justice Outcome Improvement Plan](#) which has been developed with contributions from all partner agencies.

The plan aims to ensure that as a Partnership we:

- prevent and reduce further offending by addressing its underlying causes
- safely and effectively manage and support those who have committed offences to help them re-integrate into the community and realise their potential for the benefit of all citizens

The main elements of the National Strategy for Community Justice are to provide:

- improved community understanding and participation
- effective strategic planning and partnership working
- effective use of evidence-based interventions
- equal access to services

We are committed to work with and for our communities in order to ensure South Lanarkshire is safer, fairer and more inclusive.

Chair of the Community Justice Partnership

Liam Purdie

What is Community Justice?

- ✦ a progressive justice system which works with communities to fundamentally prevent offending and also to reduce further offending
- ✦ a justice system which hold individuals to account for their offending, but also supports them to make positive contributions back to our communities
- ✦ a justice system within which we all live in safety and security in our communities

To make this a reality in South Lanarkshire, key partners have been brought together to form the Community Justice Partnership. This group will work together to ensure that services are making the vision for Community Justice come to life in our area. The Partnership have created a five year [strategic plan](#) and an [activities chart](#) that captures what is happening now to make a positive difference.

A wide variety of local service providers have contributed to our plan using their expert knowledge to inform the Partnership strategy giving insights from the earliest opportunities to influence a child's development to managing the risks posed by high risk offenders the Partnership has been delighted by the local engagement.

The following chart outlines vision, priorities and outcomes that the Community Justice Partnership hope to achieve by working with local providers or services, our communities, victims of crimes, people who use services their families and any other stakeholders whose contribution will help us to realise our vision of a flourishing Lanarkshire.

Community Justice Partnership Framework

Progress towards Vision: We aim to bring together a justice system that contributes positively to a flourishing Lanarkshire, helping to support an inclusive and respectful society in which all people and communities live in safety and security, where individual and collective rights are supported, and where disputes are resolved fairly and swiftly.

Partners

Scottish Government

Community Justice
Scotland

Community Justice Partners

South Lanarkshire Council

Health and Social Care

Police Scotland

NHS Lanarkshire

Victim Support Scotland

Skills Development
Scotland

Scottish Prison Services

Scottish Fire and Rescue
Service

Lanarkshire Alcohol and
Drug Partnership (LADP)

Third Sector Interface
(VASLAN)

Scottish Court and
Tribunal Service

Crown Office and
Procurator Fiscal Service
(COPFS)

Overarching Outcomes

- Communities improve their understanding and participation in Community Justice
- The life chances of people are improved through addressing needs including; health, housing, financial inclusion and personal safety
- Partners plan and deliver services in a more strategic and collaborative way. This includes all of the third/ voluntary sector providers in South Lanarkshire

Priority Focus Areas

- Services to women who have a history of offending continue to improve
- Training will continue to be given priority to ensure quality of services is maintained
- Fewer people who are affected by traumatic life events coming into Justice Services (victims of abuse, veterans, bereaved children, children who are looked after and accommodated)
- Effective interventions are delivered to prevent and reduce the risk of further offending
- People have better access to the services they require including, welfare, health and wellbeing, housing and employability
- Individuals' resilience, capacity for change and self management are enhanced
- People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities

National Outcomes

- We live our lives safe from crime, disorder and danger
- We live longer healthier lives
- We have tackled the significant inequalities in Scottish society
- We realise our full economic potential with more and better employment opportunities for our people

Local Outcomes

- There are a range of community participation events
- Partners use local knowledge to create responsive services
- New services are collaboratively commissioned
- Employment access is improved for people with a history of offending

High Risk Responses: MAPPA (Multi Agency Public Protection Arrangements) is the process by which Registered Sex Offenders (RSOs) and other high risk offenders are managed in the community. MARAC Multi Agency Risk Assessment Conferences responding to cases of domestic abuse where there is a risk of murder or serious harm

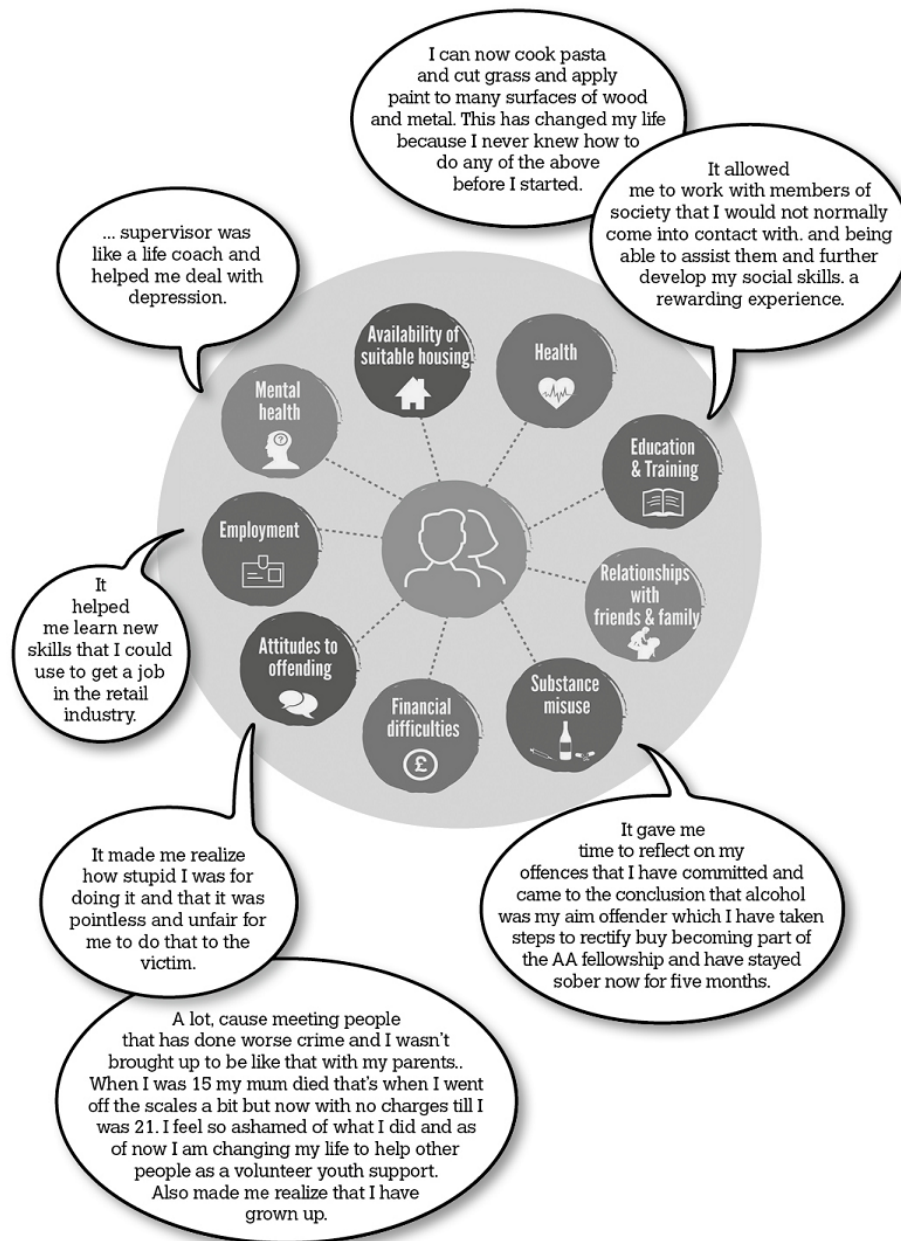
Indicators of success: increase in community based disposals from our Courts; reduction in offending; increased number of people with a history of offending in employment or education; improved sense of wellbeing

The Community Justice Partnership Framework diagram brings together the information from the national strategy and identifies the key partners who have responsibility to work together with our communities to achieve the National Outcomes. There is a long history of collaborative approaches in South Lanarkshire and this will help to achieve the vision of a flourishing Lanarkshire. The members of the Community Justice Partnership will take this forward by working in partnership with voluntary sector providers in our area and listening to the voices of the people who use services, victims of crime and the people who live and work in our area.

People who come into contact with Justice Services invariably have complex needs that have influenced their behaviour adversely. In the diagram below some of the feedback from local people who benefited from a community payback order has been captured:

Complex needs to address

Community payback order local feedback



The Community Justice [Indicators](#) gives information on how local services are working together to address these complex needs to both prevent offending and to reduce the chance of reoffending. This very wide range of services will continue to work together on all of the identified areas, as we receive information from people who use services and our wider consultations there will be changes that are responsive to the needs of our communities to ensure we are effectively working with people to reduce the risks of offending and ensure South Lanarkshire is safer, fairer and more inclusive.

There will be opportunities for all communities and interested parties to influence the priority areas on an annual basis.

The priorities for the first year, April 2017 to March 2018, have been identified as:

- ✚ Health – [Reducing Offending, Reducing Inequalities](#)
- ✚ transition to the community from prison
- ✚ young people –we are working together to progress an integrated approach to promote a whole systems approach
- ✚ women – women’s hubs have been established in all localities to support women and prevent re-offending by addressing the causal factors which include: mental health and wellbeing, adverse childhood events and substance misuse issues. We also have a wide range of partners involved in addressing gender based violence
- ✚ Mappa (Multi Agency Public Protection Arrangements) – works to reduce re-offending by high risk offenders with a collaborative partnership approach
- ✚ training – providing training in effective approaches to ensure the workforce is able to deliver high quality services and to support the development of peer mentoring/experts through experience approaches

These priorities are based on the information available to the Community Justice Partnership which identified the following reconviction rates from the most up-to-date figures available at September 2016:

- ✚ 21-25 age group reconviction rate was down by 4.3%
- ✚ under 18’s reconviction rate was up by 3.8%
- ✚ violent offenders reconviction rate was down by 2%
- ✚ women offenders reconviction rate was up by 3.5%

The Partnership will also seek to improve employment opportunities in this first year and in subsequent years the priorities will be set by the Partnership taking account of the information they have received from; our community consultative events, people with a history of offending, their families and those who provide services to people who experience challenging life events or other disadvantages. Information events can be accessed via the Council website, local information in services and local publications or by contacting the Community Justice Co-ordinator on 01698 453751.

Supporting victims of crime and ensuring they have access to the full range of services to promote recovery will remain a constant focus for the Partnership. The current services are well received with positive feedback from those who engage, some examples are:

‘Dear S..., although we never met in person I wanted to say thank you to you. You were the only person who reached out to help me through my bad experience. I have friends and family but..... You are a very special lady and have a unique gift with people.

‘The neighbours are gone. I’m starting to get back to normal no doubt you will be helping someone right now, and doing what you do best, making people understand and helping them stay strong’

‘Thanks for all your help; I wouldn’t be here if it wasn’t for your advice. Thanks for going to the Police with my daughter when she gave her statement’.

Priority Areas:

Health

Health services provide crucial services to both prevent people from offending and to support people with a history of offending to change their behaviour and lifestyle, these include:

- General Practice
- Mental Health Services
- Addiction services
- Health and Homeless
- Assessment of developmental disorders and brain injury and support to manage these and other long term conditions
- Health Improvement initiatives with additional targeting for harder to reach groups

The Community Justice Partnership will build on the good practice in partnership developments that are already in operation. The group will seek to maximise positive opportunities to collaborate in any developments that seek to improve provision to people who are at risk of being involved in offending or who have an offending history and their families and victims of crime.

The links between offending and poor mental health have long been recognised and much work has been carried out to improve the outcomes for people who have lived experience of traumatic and adverse life events and circumstances to reduce the risk of poor life experiences continuing to be the norm.

We have a plethora of free self help options available and accessible including:

- Beating the Blues
- Living Life to the Full
- Wellness Recovery Action Planning
- MyRap
- Stress Control classes
- Mindfulness

South Lanarkshire is also one of the pilot areas for the responding to distress initiative; Distress Brief Interventions. This is being delivered in Partnership with the third sector to target people who are coming into contact with the Police and emergency Health Service in repeat distress circumstances.

The Partnership is Working to Ensure that:

‘Every contact in the community justice pathway should be considered a health improvement opportunity. Partners should work in collaboration to ensure that individuals have access to essential health services, substance use, and specialist mental health services from point of arrest onwards and to ensure continuity of care following a community/custodial sentence or remand’

Health is well represented on the Partnership. When required short life working groups will be convened and will work to build on the substantial developments in the area and continually seek to improve the effectiveness of the pathways that ensure the equality of access to health promoting services.

The Partnership will support activities that proactively target any group to prevent involvement in Justice Services where mental health issues or developmental conditions are identified. For example; Veterans 1st Point Lanarkshire has been a key development in the area that seeks to support the re-integration of veterans to civilian life. The services are provided by people with a lived experience of active service in the forces wherever possible and are delivered in partnership with third sector providers. The accessibility of services to support people with post traumatic stress disorder has been improved and there is active engagement with key partners to further develop supports for this group.

Acquired brain injury can have a negative effect on behaviour and supporting people with brain injury to manage their behaviours will continue to be a high priority with a specialist team located in NHS Lanarkshire.

Very specialised services are also provided in our area by Forensic Mental Health Services including a low Secure Unit with a Forensic Unit and The State Hospital, Carstairs both sited in South Lanarkshire.

Returning to our area

If a custodial sentence has been imposed the transition back to the community will be supported by all partners working collaboratively to support the individual to desist from further involvement in offending. This support will take account of the hierarchy of needs that all individuals require to be met in order for them to flourish:

- a secure place to stay – this not only involves housing but the supports to allow a person to sustain their tenancy. These supports will be different for each individual
- a secure income – a person may need supports to navigate benefits systems or to secure employment. They may also need support to manage their income effectively or deal with debt issues
- enough to eat – cooking on a budget or practical shopping advice
- positive personal relationships – for many individuals this will be the key element to sustaining a successful return to their community
- opportunities to contribute to their community – having the opportunity to give back and positively influence the outcomes for others will enhance the individuals desire to continue to desist from further offending
- opportunities to overcome adversity – addressing the underlying issues that have impacted negatively on a person's development can be supported by appropriate diagnostics and support services to promote recovery
- we will review how families are engaged in programmes for change and seek families' feedback to design more responsive services this will include how health services are accessed on return to home community

There are a wide variety of programmes provided in our prisons and it is important that these are recognised and the community based initiatives build upon progress made whilst the person is in custody. Where efforts are made to link with the person whilst in custody and to establish contact during the preparation for release the engagement of the individual with community based services is likely to improve according to a range of third sector providers. This will be encouraged by the partnership and means sought to evidence this as an area for continuous improvement over the first year of the plan.

Initiatives already in place, for example; SPS Throughcare Support Officers (TSO's) who look to support the first few weeks post custody, Police initiatives to link local officers with some individuals as part of their preparation for release, for example:

- a project at HMP Addiewell
- single agency Police work with Polmont continues and there's a great opportunity to expand it to a Partnership project. However, an information sharing protocol would have to be implemented
- the charity Prison, Me, No Way has delivered inputs that were well received by schoolchildren
- Access to Work initiatives in Polmont
- Circle Addiewell Project – Supporting fathers leaving HMP Addiewell, their children and their families.- recognising the importance of supporting the whole family and strengthening family ties to minimise re-offending
- Health Improvement run programmes in all prisons

All will be considered as part of the wider developments as the Partnership progresses. Our representative on the Community Justice Partnership from SPS has indicated a willingness to support initiatives throughout the prison estates and to ensure good practice initiatives from all areas are shared with partners.

Youth Services

A Youth Justice Steering Group has been established to oversee the progress with implementing a Whole System Approach (WSA) in South Lanarkshire Council (SLC). The steering group reports to the GIRFEC group which in-turn reports to the Community Planning Partnership (CPP). The steering group is focussed on enhancing Youth Justice practice and in doing so is looking at enhancing our preventative approaches in addition to our approaches towards managing high risk. In an effort to divert young people from formal statutory processes and ensure they get the right help at the right time, we are enhancing our Early and Effective Intervention (EEI) schemes in each locality. To ensure that young people are diverted from formal court processes where possible, we are revising our diversion from prosecution scheme for young people under the age of 21 years. For young people who are subject to statutory processes we are focussed on enhancing our risk assessment and risk management processes. A key part of this involves investing in training staff in appropriate tools. SLC have endorsed the implementation of a Care and Risk Management Approach (CARM) to ensure the safe and effective management of this group of young people in the community. This approach ensures that best practice is applied in terms of the management of young people who pose a risk of harm to others. SLC are committed to safely supporting the re-integration of young people back into the community and have established the LINK project to assist with this crucial area of work. We are also working closely with partner agencies to create clear pathways for service users leaving custody. An example of this is our work with Access to Industry who support young people with employability issues. SLC are very aware of the association between being formerly looked after and being in the criminal justice system. In an effort to provide an improved local response we recently undertook a mapping event to look at what resources were available for young people on the edge of being looked after, being placed in secure care and leaving secure care. Information gathered from this exercise is being utilised to improve our service delivery.

A key part of embedding this approach has involved training and development. A multi-agency event took place in December 2016 when representatives from the Scottish Government and the Centre for Youth and Criminal Justice (CYCJ) delivered presentations and facilitated discussions about best practice in terms of Youth Justice.

We have a very forward thinking Education Psychology department and Children and Adolescents Mental Health Service. The peer developments and adult story telling services will seek opportunities to influence these sectors and collaborate to achieve positive changes for individual and groups of young people. The No Knives Better Lives national conference which took place last year is a good example of this approach in action.

Children who are looked after at home or as part of the Corporate Parenting responsibilities will continue to have additional support and focus given the high incidences of children engaged in these services being at higher risk of being both victims of offences and of becoming involved in offending behaviour.

In South Lanarkshire, we seek to work together towards preventing offending. We know that children and young people who become involved in offending are often some of the most vulnerable in our society. Children and young people become involved in offending behavior for a range of reasons. They have often had traumatic experiences in early childhood, such as bereavement, abuse or neglect.

When a child or young person does become involved in offending, we will strive to intervene early to ensure the needs of that child, young person and family are met and offending behaviour is addressed. Where a child or young person is presenting as at high risk we strive to ensure that multi-

agency interventions are targeted to deal with high risk robustly and ensuring public protection is of paramount concern.

A Whole System's Approach Youth Justice Strategy and Plan for 2017 to 2020 is currently being drafted. Four Core Commitments have been agreed, which link with national guidance:

- services for children and young people involved in offending will be timely and effective to minimise the number of children involved in the Criminal Justice System and Children's Hearing System (on offence grounds).
- assessing and managing risk and complexity for the small number of young people posing the greatest risk to themselves and others will be robust, partnership-based and effective
- Whole System Approaches to Youth Justice will be integrated and sustained as part of as part of community planning
- Whole System Approach improvement practice will be aligned with the implementation of the 2014 Act

Women's Hubs

Within South Lanarkshire, women who are subject to a Criminal Justice Order or who are involved in the Criminal Justice System such as:

- Community Payback Order,
- Bail Supervision, Diversion,
- Structured Deferred Sentence
- Throughcare

These women are offered additional support to meet their specific needs, in the main through their attendance at Women's Hubs, which are located in Forth, Carluke, Hamilton East Kilbride and Rutherglen.

The 130 women who attended the Hubs over the past year on a voluntary basis or as instructed by their CPO supervisor received individual support with:

- Steps to Excellence (confidence building)
- First Aid; Education; Employment/training preparation;
- Debt
- Welfare Issues
- Advocacy
- Substance Misuse
- Parenting
- Basic IT
- Food Hygiene

The Hubs also provide a programme of inputs from a range of partner agencies such as Women's Aid Outreach, Venture Trust, SACRO Mentoring, Circle and Health and wellbeing screening.

Some of the women who have engaged in the Hub activities have now completed their Orders but are continuing to attend the groups to support new members and are currently engaging in activities to contribute to recovery from adverse life experiences including engaging with the Scottish Recovery Network to participate in the Write to Recovery and creating a community justice newsletter. The women have been linking with community education;



www.youtube.com

Attending a small group is making a big difference to the women at the Creative Community Hub in East Kilbride, the women gained skills and confidence.

The consultations with people with a history of offending were designed by the women's Hub members and will be used to gather information to inform service priorities.

As well as linking with the women's Hub activities and Community Payback our voluntary sector partners also provide:

✚ Circle

In Partnership with ASC (Addictions, Support and Counselling) has developed a new service (Women's Outreach Team) in Lanarkshire supporting women Community Alternatives to Custody: Working in Partnership to Support Women and their Families Affected by the Criminal Justice System and Parental Substance Use.

Circle has appointed two Family Support Workers and one Addictions Counsellor to deliver this service supporting women in Lanarkshire affected by the criminal justice system. The purpose of this team is to develop and deliver family support services for women who have been given an alternative to custody, this being electronic monitoring or a Community Payback Order. Big Lottery Funded until 2019

✚ Women's Mentoring Service: Sacro's Women's Mentoring Service provides a mentor who helps women build their self-esteem and confidence. Mentors are able to offer both practical and emotional support. The service helps women to develop their independence and quality of life, improve their social skills and motivation and work towards addressing a life free of offending.

Multi Agency Public Protection Arrangements (MAPPA)

SLC are planning to maintain the existing pan-Lanarkshire arrangements for MAPPA service provision. There continues to be a single point of contact for MAPPA referrals through the public protection office. MAPPA service delivery will continue and further develop in accordance with the revised guidance, March 2016. Continuity of existing arrangements will ensure that there continue to be strong multi-agency public protection arrangements in place. MAPPA Lanarkshire will continue to strive to deliver and maintain the 10 recommendations identified within the thematic report (2016). SLC are seeking to implement a renewed focus on Internet offending, in particular for those cases involving youth offenders. SLC will also be implementing and managing MAPPA extension for violent offenders. Following the implementation of MAPPA templates, MAPPA Lanarkshire will continue to review the new documentation and the impact on service delivery.

Training, Learning and Development

A working sub group of the Community Safety Partnership has been created and will work with the national team at Community Justice Scotland to respond positively to the training and development needs in South Lanarkshire. This will include both the range of specialised training required by Criminal Justice workers to assess/manage risks and support positive behaviour change and the more general training, learning and development needs of the wider community including people with a history of offending who are using their experience to help others to end offending.

How does the progressive justice system work with communities to prevent offending?

Film clips : [Move the Goalposts](#)



One good local example is the work of Move the Goal Post (MTGP) who have been working in our communities linking with young people and their families on the streets and engaging with them:

Moving On Project

This initiative targets individuals as part of a Community Payback Order or those who have recently been released from prison.

The Moving On Project is a six week intensive program whereby attendees undergo a series of physical football related activities designed to increase health and fitness levels whilst also encouraging team building and personal development in order to gain the required skills and confidence to successfully complete a nationally recognised coaching qualification with the Scottish Football Association. This allows attendees to utilise their newly acquired skills voluntarily in their communities or to seek employment.

How do we hold individuals to account for their offending but also support them to make positive contributions?

Key to achieving this in South Lanarkshire will be the diverse range of partners from both statutory and voluntary sector who respond with a range of programmes to support positive changes in behaviour. For full details of the services they provide please refer to the [South Lanarkshire Community Justice Plan 2017-2022](#).

Some examples are:

Sacro is a national voluntary organisation working across Scotland to make communities safer by reducing conflict and offending. Sacro operates in the community in partnership with others who share its values. It works with those in conflict, those responsible for causing, and those affected by, crime or other harm. It does this in four key ways:

- by being a leading provider of direct, innovative services in Criminal Justice, Restorative Justice and Community Mediation
- through Consultancy and Training services which equip Sacro and other organisations to deliver best practice, to extend the impact of Sacro's specialist expertise across Scotland
- through research which monitors and evaluates the effectiveness of Sacro's services and keeps it abreast of research in the field, and
- by seeking to influence policy and legislation, on the basis of the research evidence, so that: the use of Restorative Justice and of constructive conflict resolution are extended; and the use of imprisonment is restricted to those who have committed serious crimes or are a danger to the public.

To find out more about Sacro and the services it provides, visit www.sacro.org.uk

Liber8's KickStart is a mentoring service for people who have substance misuse issues and a history of offending. Service users will receive practical and emotional support resulting in improved access to appropriate statutory and voluntary sector services. And will have access to specialist personal development opportunities to increase pro social attitudes and behaviour.

The aims of KickStart are to assist service users to:

- increase capacity to identify and engage with appropriate services
- improve their health and wellbeing
- increase their confidence and self esteem
- increase their motivation and sense of purposefulness
- increase their positive social relationships, activities and networks
- be better able to cope with problems and setbacks

To find out more about Liber8 and the services it provides, visit www.liber8.org.uk

Voluntary Action South Lanarkshire (VASLan):

As a Third Sector Interface the four core areas of activity are predetermined by the Scottish Government. They are volunteer development; social enterprise development; supporting and developing a strong Third Sector, and building the Third Sector relationship with community planning. We balance these with key and emerging local and national developments impacting on communities and we shape and prioritise our activities to maximise our resources and focus on where we can make the greatest difference.

In seeking to extend the role and input of local communities we do so through the Third Sector Forum Structure, consisting of: members of VASLan; locality Third Sector Forum and the Chief Officers Group. Community Justice is one of a number of areas where VASLan ensure the sector is kept informed, consulted and involved where appropriate through the Third Sector Forum structure.

VASLan also host the Chance 2 Change mentoring project which is for young people aged 16 to 29 who have suffered from anxiety, depression, mental health illness, substance misuse, addictions, isolation or criminal convictions and are ready to get help to change their lives for the better.

More information on all VASLan's services is available on www.vaslan.org.uk

For details on what other individual services are being provided and how these will be targeted click on the link below:

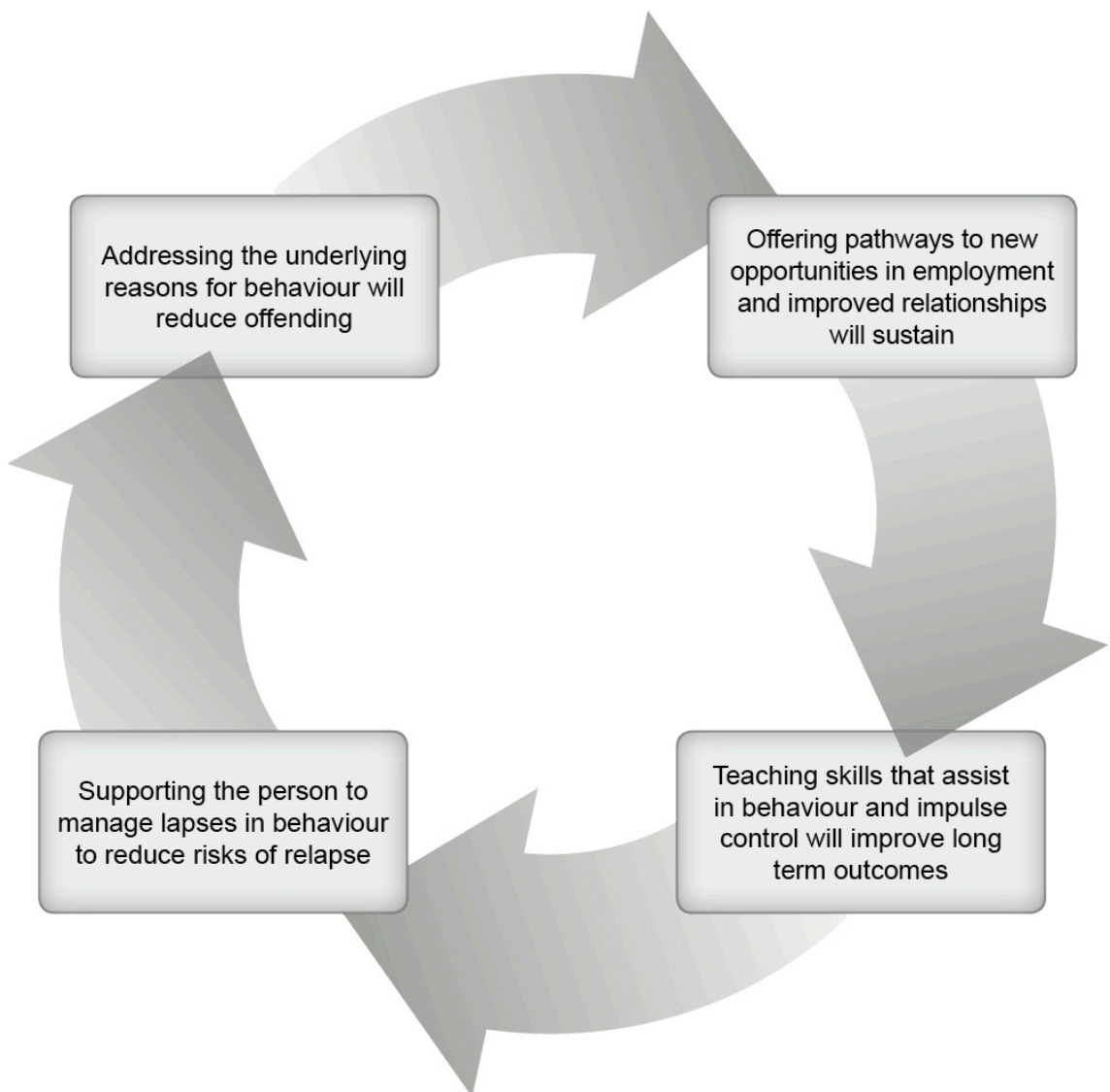
[Common Indicators](#)

Community Justice aims to prevent offending or reduce re-offending by targeting the underlying causal factors some examples of these would be:

- ✚ childhood traumatic events and adverse childhood experiences – some examples would be childhood abuse, bereavement or living with domestic abuse
- ✚ poverty and lack of opportunity – some examples would be barriers to employment, lack of positive role modelling or guidance, issues with numeracy or literacy
- ✚ family breakdown isolation and loneliness – being unconnected to individuals and community

Service support

All services seek to identify and address these underlying issues whilst supporting the individual and their family to cope with day to day life challenges and maximising opportunities:



The Partnership is interested in listening to the views of the people who use these services and some of their feedback included the following ideas:

“Give us a chance of work at the end of it.”

“Have a system in place so people that come out don’t get sent home because there are not enough supervisors.”

“Have computing classes, learning how to manage your money, C.A.B. citizen’s advice bureau, reading and writing classes, math’s.”

“I would bring in a scheme where you could befriend the elderly or vulnerable people in the community. As it would help you see from another person’s view of what your crime could result in causing distress to others.”

“I would concentrate more on gaining a skill in gardening, painting, etc and perhaps arrange a job with a suitable employer at the end of it.”

“I would have a written plan for people and give this to them to follow with set times for set tasks within timescales and an action plan. I would involve physical and mental tasks with goals for each individual to achieve as I believe this would give an individual sense of achievement and goals to achieve.”

“I would have mental health workers on site, because of the amount of young drug users with mental health issues that are on Community Payback.”

The service providers will be taking forward some of these ideas in the first year with new opportunities being included as part of Community Payback.

Have you say:

The toolkit we will use for community conversations is VOICE (Visioning Outcomes in Community Engagement).

There will be a variety of development events to take forward this new model of improving outcomes for our communities. These will include:

- ✚ LISTEN (local information sharing to enhance networking) where there will be an opportunity to speak to the key partners in your locality and influence future delivery
- ✚ Community Justice Partnership events to share information from consultations with key partners and promote collaboration
- ✚ Faith and Belief event to engage these groups in realising the aims of the new strategy for community justice in Scotland
- ✚ Development events hosted by individual or collective partners to take forward the priorities for this year and to set the priorities for next year

Links:

- [Community Justice Strategy](#)
- [Community Justice Local Outcome Improvement Plan](#)
- [Common Indicators](#)
- [VOICE](#) - our community engagement toolkit
- **Health** – [Reducing Offending, Reducing Inequalities](#)
- If you have an idea for your area that community payback could make a reality complete our online [Unpaid Work Request](#)

If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

Phone: 0303 123 1015

Email: equalities@southlanarkshire.gov.uk

Partners

