



Listening and Learning from Experience: Peer-Research
for
Moray Community Justice Partnership 2021-2022

"Have a look at the person behind the crime."

"There should be more of an individual approach to (ex-)offenders. The person behind the crime should be seen to provide the right support."

"Invest in grassroots community-based initiatives that offer inclusion rather than exclusion."

"No one has actually ever asked me how I am."

(family member of someone who committed a crime)

"We need to show that these things can happen to any family."

(family member of someone who committed a crime)

1. Project Overview

Start date: 1st January 2021

End date: 31st December 2021

Families Outside in partnership with Moray Wellbeing Hub CIC set out to conduct a piece of peer-research to explore the key question:

What keeps people out of prison and prevents re-offending?

Seeking to gather information through a series of engagement methods with offenders, family members, partner organisations and the wider community, we planned to capture the voices of those with lived experience alongside professional and public opinion. The output of this was then to be used to improve access to services and support needs of individuals at risk of offending/re-offending in Moray. “Action learning” and “appreciative enquiry” approaches were used in all research tools.

This project aimed to support all seven of the Community Justice National Outcomes however the two key areas of focus were:

- ✓ **National Outcome 1:**
Communities improve their understanding and participation in community justice
- ✓ **National Outcome 4:**
Effective interventions are delivered to prevent and reduce the risk of further offending

In relation to both the above outcomes our research centered on reasons for offending.

With National Outcome 1 we sought to gather views from the community in Moray on what were felt were key factors in the offending behaviour of people.

With National Outcome 4 we sought direct views from those who had committed offences to better understand their reasons for doing so.

For the purposes of answering these questions, we identified **nine key factors in offending:**

- Unsuitable or poor housing/accommodation
- Lack of employment
- No positive recreational or free time activities
- Poor personal relationships (with family, partners etc.)
- Alcohol misuse
- Drug misuse
- Impulsivity and poor control
- Anti-social peer and friendship groups
- Attitudes and lifestyle that support crime

These not only shaped our research but also enabled us to compare and contrast views of all who took part, identify reoccurring themes and provide clarity on where both support and action may be needed across Moray.

2. Summary of Project Success and Learning

Community justice has proven to be a sensitive subject for people with lived experience and this has impacted on the quantity and quality of responses. However, despite this and the challenges of conducting research whilst the COVID pandemic continued to impact our activity, we did get data that is useful for ourselves as partners working to support community justice and the Community Justice Partnership in Moray who requested we undertake this project.

Surveys provided us with a wide range of perspectives and emerging needs. The outreach increased the discussions in the community on this subject and the 1-to-1 interview process has provided meaningful and in-depth insight into challenges people with lived experience face.

The learning from this project is to continue to explore mechanisms to attract and engage lived experience from this perspective, seeking a format that best suits the sensitivities of the subject to enable further engagement. The opportunity has arisen to explore providing peer support for family members of ex-offender, which has been a very positive outcome.

Additionally by comparing all data collated over the period of this research we can identify emerging themes that were apparent commonalities in the understanding of community justice amongst the public, professionals, and those with lived experience, in terms of how we keep people out of prison and reduce reoffending. These were:

- The impact of home and local environment and a need for early intervention to address and support concerns as they arise. This needs to be timely and family centred.
- The importance of utilising lived experience, both in terms of engagement with services to better understand and improve delivery requirements, but also to directly support those (family members, young offenders, recently released) going through similar circumstances.
- The importance of having a clear and functional support plan in place which is both structured and realistic. This should apply to all those who are at risk of/have offended and be fed into by all those connected including support organisations, family members, community organisations and the individual themselves.

We feel further exploration around these issues is vital if the objective of Moray Community Justice Partnership is to seek to make improvements within the way the Partnership addresses the needs of those who offend or are at risk of re-offending.

3. Development and delivery timeline

June - July 2021:	Online Survey
June - October 2021:	Direct Survey
July - September 2021:	Conversation Stations – outreach
July - October 2021:	1-2-1 Interviews
August 2021:	Focus Group
November 2021:	Creative Output Initiated
February 2022:	Awareness Event Planned and Launch of Creative Output

4. Meeting the Outcomes

What we planned to deliver:	What we actually delivered:		
	No people reached	No of activities	Headline notes in relation to meeting planned delivery
Deliverable 1: Online survey	29	1	The survey gathered the views of 29 community members. The respondents seem to have different experiences and engagements to this topic, which should supply us with a wide range of experiences and perspectives.
Deliverable 2: Direct survey	30	1	The survey was issued to the three prisons with the highest proportion of inmates from the Moray area. All prisoners were given the opportunity to complete with 30 opting to do so.
Deliverable 3: Community outreach	24 in-depth engagements Over 100 reached.	4 stations across 4 localities	<p>We created an interactive board for people to rank the key factors from most to less impactful in Moray. This was part of other activity at conversation stations. Number shown is the number who engaged with the board, but the topic was highlighted to more individual as part of awareness raising in communities.</p> <ul style="list-style-type: none"> July 15th 2021 Conversation Station Elgin High Street intended to be a co-production Outreach Bus Police Scotland through Re-connect programme, however bus broke down. July 22nd 2021 Conversation Station Buckie at North East Traders. July 31st 2021 Conversation Station Keith at Tesco car park. August 12th 2021 Conversation Station Forres at Grant Park.
Deliverable 4: 1-to-1 conversations	1 via MWH 6 via families outside	2	In depth insight was provided into the challenges that people with lived experience face and how these challenges might be addressed from their point of view.
Deliverable 5: Focus group	10 people reached as interested party. Only 1 attended	1	<p>Mapping of resources was completed and sorted around key factors.</p> <p>The initial data from survey analysed and shared to generate a response through individual email instead of Focus group. However, only 2 people attended the focus group (one of whom was Caroline). The person that did attend provided a valuable opportunity to explore peer support for families of people released from prison, something that we will explore together with Families Outside.</p>
Deliverable 6: Creative output	TBC	TBC	Creative output will help share the data that was collected from this research and will be part of an event in early 2022 to share the findings. Due to the COVID pandemic the collation of interview content with peers is still ongoing.

The full collated data can be obtained from Moray Wellbeing Hub. Visit their project page or contact hello@moraywellbeinghub.org.uk or Caroline Cooper (Families Outside) at caroline.cooper@familiesoutside.org.uk

5. National Outcome 1

Communities improve their understanding and participation in community justice

Led by Moray Wellbeing Hub

Wellbeing outcomes of activities in project:

CHIME	Indicators:
Connection	Increased partnership working: Through working with Families Outside and several interested parties or individuals with different backgrounds and experience, allowed us to scope the landscape and identify gaps in provision.
Hope & optimism	Increased peer-to-peer support and delivery: If we can challenge stigma around offenders and their families, that could make a massive impact on their wellbeing. The first step is to listen and let them feel heard as a peer of life challenges. Second step could be to link up families or partners to support each other.
Identity	"There should be more of an individual approach to (ex-)offenders. The person behind the crime should be seen to provide the right support." Peer support and hearing the voice of experience has been central. This has now has a wider promotion in Moray as a result of the research approach.
Meaning	Encouraged an environment where people feel acknowledged, both victims of crime as ex-offenders and their families/partners. Indirect opportunity to improve the supportive landscape of Moray that could prevent people from offending.
Empowerment	Increased number of individuals reached by Moray Wellbeing Hub Support & Information to increase awareness around community justice. Over a 100 people have been reached during our Wellbeing Conversation Stations over the summer.

What we did...

Activity 1: Online survey

Extensive efforts were made to capture opinion across Moray as to perceptions of why people offend and what are the risk factors for re-offending/offending behaviour.

29 people reached by survey giving a snapshot of current opinion

Reflections:

- a) Feedback/selected quotes from the appendix of qualitative data

"Peer support brings 'chime' it does not have to be face to face connections."

"Less fear of reprisals if you admit you are struggling (risk rating increasing) around the access to support."

"Invest in grassroots community-based initiatives that offer inclusion rather than exclusion."

- b) Source of attendee

29 respondents gathered by actively project promotion through partners, newsletter, Facebook and community gatherings.

- c) What worked well

We received responses with a nicely spread of backgrounds and experiences which gave a workable community sample.

d) What could be better

Only observations were that offending is such a broad spectrum of crimes and offences and therefore it is hard to generalise.

There was a lack of hope for some respondents:

"I believe your questionnaire is unlikely to make any difference to the lives of the people of Moray."

e) Learning, recommendations and gaps identified

Trying to convey with the survey questions complex themes proved challenging for some respondents, "The first section was annoying, I ended up just trying to match columns and rows. Think of a better way to gather data". We were struggling with how to frame this question, which might have caused some confusion and frustration along respondents, we might have even lost a few. Next time we should perhaps take some extra time to come up with a more fitting solution.



Activity 2: Outreach in conversation stations

Over 100 people reached with community outreach 'Conversation Stations' in four locations, leading to 24 contributing to sharing views on the top areas of focus for addressing need.



Figure 1: community engagement at Keith and Elgin conversation stations

Reflections:

a) Feedback/selected quotes from the appendix of qualitative data

"It all starts at home, if there is no positive role model, what are young people to do?"

Community member

"Easy access to alcohol causes a lot of issues."

Community member

"More people stealing for the first time also older people for themselves or for a family member."

Police officer



Figure 2: creative ways to engage community in discussion about community justice as well as other research themes.

“Mental health has a big role in criminal activity, not always but from personal experiences they are usually linked. Brother has been in and out of prison since he was about 18 and is now in his 30s. He suffers with alcohol and drug misuse and as a result has poor family relationships. Which causes him to run around in the wrong circle with people who enable him to continue rather than support. I think it would benefit him to get a job and his focus to change as he does go into alcohol and drug remission, but unfortunately due to being bored or historical behaviours it doesn’t last. Difficult for family as well as it’s a massive stress for them and constantly going round in circles. Feels like sometimes he does things intentionally to go back into prison as that’s the life he knows, where he is looked after and feels safe. This makes me and my family sad as the longer it continues the less they know him. ”

Family member of someone who committed a crime

b) Source of attendee

Open access. General public, community members that were asked for their views.

c) What worked well

Having a visual board to translate a survey that could be perceived as being a bit dry, because of the questions we wanted to collect data on. Being able to collect feedback on a board made it somewhat easier for the community members.

d) What could be better

Community justice is a sensitive topic for some and an un-relatable subject for others. Most people did find it difficult to rank the key factors as they commented they were all interlinked.

e) Learning, recommendations and gaps identified

How to make difficult subject matters as accessible and attractive as possible without losing the aim of the project in sight is something that needs continued consideration.

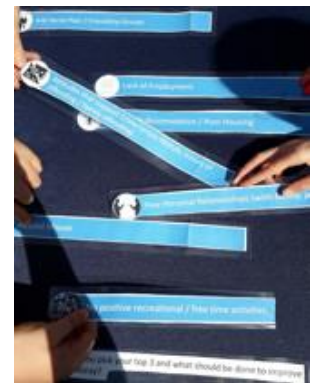


Figure 3: outreach board to survey and collect opinions on key areas affecting offending.

Activity 3: Focus group

Reflections:

a) Feedback/selected quotes from the appendix of qualitative data

“I am really keen to help out and provide peer support to other partners or family members of ex-offenders. ”

“We need to show that these things can happen to any family.”

b) Source of attendee

Respondents to survey showed their interest in being involved in a focus group and were invited to contribute.

c) What worked well

The meeting turned out to be very fruitful because of a Champion who is eager to support other families, providing a lead and concrete suggestions for moving forward.

d) What could be better

It was really hard work to try and get people together, despite ten people showing interest via the survey only one attended.

Doodle polls did not have the desired effect and there had to be a lot more time invested into getting people together, with in the end only Caroline from Families Outside, an enthusiastic Champion from Moray Wellbeing Hub and the project lead attending. The subject is either too sensitive or the focus group not framed specifically enough.

We considered that people might not know who else might attend and what exactly to expect, and that this might be a stigma issue.

e) Learning, recommendations and gaps identified

How to best position and frame a focus group in such a sensitive landscape?

6. Findings

Results below are taken the survey (29 respondents) and outreach in our Wellbeing Conversation Stations with over a 100 people of communities across Moray connected with.

Based upon the **nine key factors in offending** the following were selected for Moray to be most important (see Q7 in survey data for graphs and data collected from board used in Conversation Station outreach):

From the survey:	From the conversation Stations:
1. Drug misuse	1. Poor personal relationships
2. Alcohol misuse	2. Attitudes and lifestyles that support crime
3. Poor personal relationships	3. Drug misuse
4. Lack of Employment	4. Anti-social peer and friendship groups

7. Demographics of the 29 survey respondents

A large group were employed (82.8 %), professionals (62%) and female (62%).

Community members and victims of crime were represented and two people who had committed crime also took part. Those involved had roles in health and social care, education, housing, justice.

The age range was good for working aged people up to age 75 (see Q4 graph). Geographically they came from across Moray with a majority from Elgin and Lossiemouth (34.5%).

8. Emerging themes from the data

- **Young offenders and early intervention** requires a larger focus. Education needed and support around Adverse Childhood Experiences e.g. drop-in sessions especially for youth justice.
- The **impact family and home environment** has on offending. No positive role models, need for early intervention. Parenting and self-care support to maintain wellbeing and mental health to prevent sliding scale.
- More **alcohol and drug rehabilitation** support needed, including peer support and involvement voluntary sector, education around alcohol and drugs in school.
- Individual **1-to-1 rehabilitation support** for ex-offenders is very helpful, and with regards to **employability**, it would help if there were a scheme where employers gave the ex-offender work experience; give them the chance to learn something new.
- **Address poverty.**
- **Opportunity and support for offenders to build a life** outside the community where the crime was committed and their home/peer environment that might stimulate offending. This will also provide a fresh start without stigma.
- **Specific support for learning difficulties and autism related crime.**
- There is **stigma** attached to behaviours which not only touches the **individual but also spreads to their families** resulting on ongoing trauma and feelings of worthlessness. Individuals become what they are told they are.
- **Language used needs to be challenged** at all levels and within all organisations. The person should be seen first, not their behaviours.
- **Invest in grassroots community-based initiatives that offer inclusion rather than exclusion.** Don't invest in big showpiece growth deals that never result in real growth and that don't give local people jobs.

Access to support is perceived mainly neutral to (very) difficult:

- 53% - Neutral
- 14% - Difficult
- 21% - Very Difficult

9. Key themes emerging on ways to improve access to support

- Clearly defined plans for support
- Easy or self-referral
- No waiting list
- 24-7 support
- Less fear of reprisals if you admit you are struggling (risk rating increasing)
- Support only available if the court recommends it. There is not an opt in option. Limited resources available when being released from prison
- Providing counselling after offending to discover the reasons behind behaviour and what can be done in the future to prevent this
- More promoting of support that is out there
- Support around employability: volunteer programmes and paid roles
- Removing the stigma and prejudices surrounding accessing this kind of support from local social enterprises
- More resources. Moray funding is very poor, very little resources
- Wider community support network, family liaison officers, more home school link workers, anti-social behaviour workers, community support workers.

10. How to get best out of peer support

Overall, the impact of peer support is perceived to be very helpful, with nearly 50% of respondents providing very positive feedback and 35% positive. However, some respondents were also aware of a potential negative impact when peers provide a bad example.

What methods can be used to get the best out of peer support?

- **Peer support** in police stations and prison, *starting before release*.
- **Halfway house groups** for peers.
- **Mentoring** by those who have been outside successfully for many years to share their experiences and learning journey.
- **Anonymous texting**.
- **Youth cafés**.
- **Education**.
- Peer support brings 'chime' it **does not have to be face to face connections**. Anonymous letters from ex-offenders about their experiences.
- **Peer support may work for adults but will be ineffective in young people under 25**. Another way needs to be sought to work with young people.
- Offending is such a broad spectrum of crimes and offences and it's hard to generalise. **Support is there in different levels depending on the crime/offences** e.g. domestic violence is hugely important with lots of support in place. However, youth crime, which is also impactful seems to have less support in terms of activities available to youths.

11. National Outcome 4

Effective interventions are delivered to prevent and reduce the risk of further offending

Led by Families Outside

Over the period January - October 2021 the prison population for Moray was tracked. At the highest point (January 2021), 59 residents of Moray were in prison and at the lowest point (March/April 2021) there were 51 residents of Moray in prison.

- HMP Inverness was identified as the key prison for Moray residents which just under half (49%) of all prisoners being sent there.
- HMP Glenochil was identified as the second most frequented prison with on average 20% of Moray residents being sent there.
- HMP Grampian was regularly the third most frequented prison, although numbers were relatively low, with on average 7% of Moray residents being sent there.

As a result, Families Outside sought to link in with these three prisons and capture information from those being held there. This was done with support from Scottish Prison Service (SPS) staff at HMPs Inverness, Grampian and Glenochil.

We would like to especially thank:

- ✓ Chrissy Catlin Family Contact Officer, HMP Inverness
- ✓ Stuart Campbell Head of Operations, HMP Grampian
- ✓ Nyree Roy Family Contact Officer, HMP Glenochil

...and all those in each of these establishments who took the time to contribute to our research.

What we did...

Of key importance was the ability to capture as many views as possible from those with lived experience of the Community Justice System. With COVID restrictions in place this was done primarily via a survey which was issued to all Moray prisoners across the three above listed prisons. Over half of those issued (55%) were completed and returned to us for analysis.

A series of focus groups had then been planned both to discuss these findings in more depth and gather a more detailed understanding of the experiences of those caught up within the Community Justice System. Again, due to restrictions in place, these plans needed to be altered and instead all prisoners in HMP Inverness were offered the opportunity to meet and discuss 1-to-1.

Demographics



93% of the surveys were completed by males and 7% by females.

55% were in the age group 24-34, 20% were aged 35-45, 13% were aged 45-55 and 3% aged 55+ (the remainder being unknown).

93% stated that they maintained contact with friends and family in prison.



12. Findings

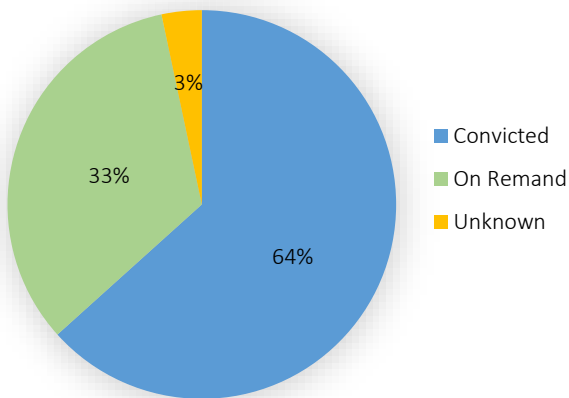
To try and understand why people offend/re-offend we looked at the **nine key factors in offending**.

Participants were asked to consider which of these factors had been most significant in terms of their pattern(s) of offending. They could chose as many or as few as they wished.

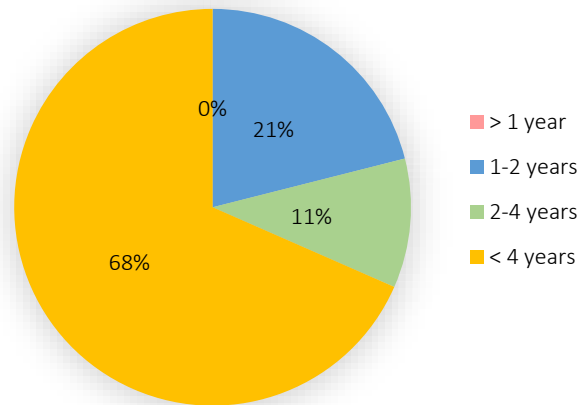
We also asked participants about their current status and conviction history.

The following charts are a summary of key information collated. A complete breakdown of all our findings can be found at the end of the report.

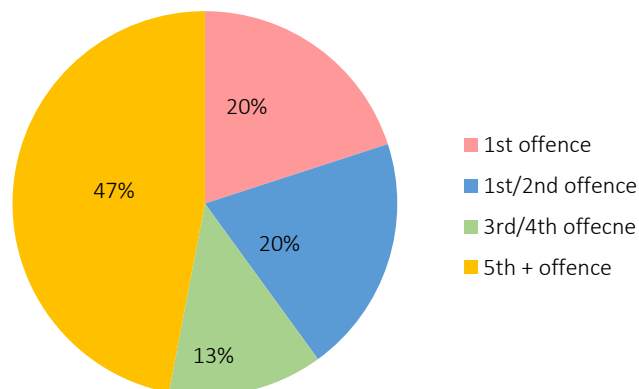
Current status

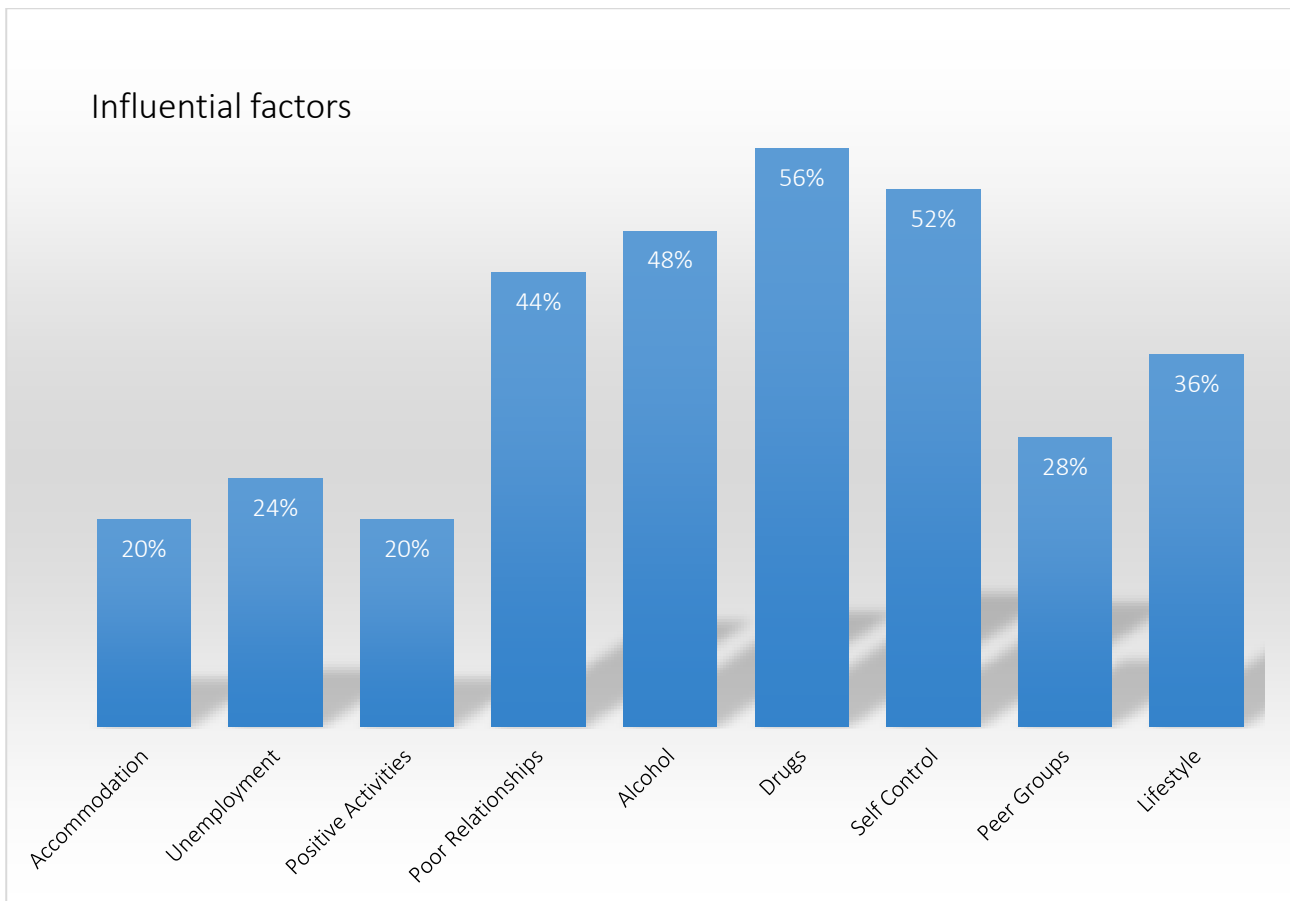


Sentence length



Conviction History (how many times have someone been to prison)





Whilst gathering such data is vital to our understanding of the picture of offending in Moray we felt it was also important to try and get some context in and around these matters. This was originally planned to be obtained during Focus Groups. However, in line with COVID restrictions we instead took the opportunity to speak to individuals on a 1-to-1 basis.

Six individuals from HMP Inverness agreed to participate and were asked the following questions:

- Is this your first time in Prison
- When you were last released from Prison did you have a support plan in place
 ...if Yes - tell us about it, did it work
 ...if No - were you offered the chance for a Support Plan
- Have you engaged with any Programmes in Prison this time / previous times. Tell us about these
- Can you give us a bit of Background Information on yourself
- Do you have any suggestions of where support has been lacking both in terms of any help needed to prevent offending / reduce reoffending
- Do you have any thoughts or suggestions about what could work better to support people / get people to better engage with existing support services

What did they tell us?

- All had been in prison previously. All mentioned that this had been ongoing for the majority of their adult lives.
"I've been in and out since I was 16 years old"
"It's difficult to change when this is your life"
- No one mentioned having or being aware of having a support plan in place when released recently. References were made to support being better "when younger" (New Routes) and in the "olden days" (possible Throughcare)
"You get your money and its out the door"
"No support offered, (I) breeched and was back in prison"
- All but one mentioned they did engage in services in prison. These included: Drug & Alcohol (detox), Education, Parenting (Better Dads Programme) and Fitness e.g. gym. There was a consensus that this was because there was "little else to do" and "everyone was in same boat so no judgement" however this was not to detract from fact that individuals wanted help and support improving aspects of their lives.
- Whilst backgrounds were varied all described offending from an early age and all mentioned having an addictive personality. Five of the six spoke about aspects of their own childhood which could be categorised under the ACEs (e.g. witnessing/experiencing abuse and/or neglect, parental substance / alcohol abuse, parent in prison), two made reference to significant trauma within their lives which they had not addressed, three referenced struggles with mental health and one being unable to cope with difficult life events. The majority also felt that once "known to the police" or "labelled as trouble" within their local communities it was difficult to reverse these stereotypes.
- Some positive references were made to support in Moray including Moray Drug & Alcohol, Arrows Drug & Alcohol Service and, as previously referenced, New Routes. Nobody felt that geography was an issue in them accessing support but more that it was the lack or routine / structure to their day meaning "times often forgotten," personal motivation to attend appointments (reference was made to anxiety / mental health struggles) as well as concerns that they may "bump into old associates" if heading in to central locations. One person suggested it was easier to refrain from old habits if had more "positive activities to attend during day" (employment, training gym, voluntary work) and similarly another referenced having "a positive focus to get on with".
- The following came out as resounding themes from those who took part within the 1-2-1 sessions with regards to what they felt would work better in terms of getting people to engage with services:
 - **Not Group Work:** although happy to participate within such in prison all were reluctant to initially join in with group activities on release. Reasons varied from trying to avoid associates to feeling anxious about attending (making those first steps) to being unwilling to truly open up / talk about their personal issues in front of others.
 - **One Key Person / Location:** majority felt overwhelmed having to engage with lots of different services / staff members to access the various supports they needed. Would find it much easier / less daunting to have one central location to go to on release to access advice / support about all areas (eg housing, benefits, drug & alcohol, employment etc).

- **Mentor:** ideally prefer to speak with / engage with someone who has had similar experiences. Felt they would be less judgemental and more aware of support needed.
- **Need for Routine / Structure:** having positive activities to fill up days made those recently released from prison feel more focussed and therefore would help in terms of engagement with services, maintaining levels of self-esteem and motivation.

Reflections:

a) What worked well

By issuing a direct survey to all prisoners we were able to capture a large percentage of the Moray Prison population and therefore generate a far wider reach of data than may otherwise have done. The survey was felt to be unobtrusive and could be left anonymous if preferred. However, most prisoners completing were willing to do so and happy to have an opportunity to share their views. This could not have been done without the support of Scottish Prison Service staff.

Although not originally planned to be held as such by speaking to prisoners on a 1-to-1 basis, we were able to gather a valuable depth of insight which may not have arisen had we gone ahead with plans for focus groups. Those individuals we met with spoke openly about their own experiences and were keen to offer advice and suggestions as to what felt would have both made a difference in their lives and also could help others.

b) What could be better

Throughout the duration of this project we have battled with restrictions as a result of the ongoing COVID pandemic. Prisons have been working under tighter regimes; restricting the numbers and frequency of visitors to the establishments, maintaining 'bubbles' for prisoners, managing local outbreaks and dealing with staff shortages/changes to shift routines.

Also as an organisation, Families Outside has had restrictions in place with regards non-essential travel and face to face meetings. This has had repercussions particularly in terms of the ability to run focus groups (people were housed in different bubbles therefore could not mix) and to visit as many establishments and meet with as many prisoners as we would have originally hoped.

c) Learning, recommendations and gaps identified

For us the 1-to-1 work was an unexpected success. The ability to engage directly with prisoners gave us not only direct access to be able to better ascertain reasoning around offending but also helped us to establish clear links between supporting families and those in prison to try and get the right help and support in place on release. This is an area of work we have agreed to continue with alongside HMP Inverness and will be holding monthly sessions within the prison going forward.

Reasons for offending highlighted, as expected, **drugs and alcohol**, to be two of the main causes. These, it was felt by most, had some good existing support organisations in place within Moray to address although it was felt that different methods of accessing and engaging with these could be further explored. **Self-control and poor relationships** were equally identified as being high factors in peoples offending history. Although often connected to the use of drugs and alcohol within these areas there was more uncertainty about how and where people could access support and also more of an unwillingness to ask for help (fear of judgement, repercussions etc).

13. Common themes and actions to take forward

As identified at the beginning of this report in combining the two pieces of research together we could clearly identify the following emerging themes:

Common themes
A. The impact of Home and Local Environment and a need for Early Intervention to address and support concerns as they arise. This needs to be timely and family centred.
B. The importance of utilising lived experience, both in terms of engagement with services to better understand and improve delivery requirements but also to directly support those (family members, young offenders, recently released) going through similar circumstances.
C. The importance of having a clear and functional support plan in place which is both structured and realistic. This should be fed into by all those connected including support organisations, family members, community organisations and the person themselves.

As a result of such we are looking to encourage the following next steps:

Actions to take forward
A. Peer Mentoring – a volunteer has already been identified who is keen to operate as a peer mentor. Having experienced the imprisonment of a loved one themselves they have a good understanding of the issues families go through and will be able to provide valuable 1-2-1 and/or group support across Moray
B. Creative Output – use of the film created as part of this research to challenge stigma and encourage discussion. Separate funding will need to be secured around this outreach action. Moray Wellbeing Hub and Families Outside will look to explore this as part of an ongoing commitment to collaboration.
C. Online Event – Sharing of the findings of this report, launching the creative output and hearing from live lived experience to encourage discussion and commitment to action from a range of community and service providers.
D. Continued peer-research – As part of their work around collective voice to shape services in drugs and alcohol harm reduction and mental health, Moray Wellbeing Hub will continue to listen and reflect of voices linked to community justice. One theme emerging that warrants timely exploration links with neurodiversity, another peer-research project from 2021.