

North Ayrshire Alcohol and Drug Partnership Strategy

2025 to 2028



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Foreword

This strategy sets out the aspirations and activities of **North Ayrshire's Alcohol and Drug Partnership (NAADP)**, detailing the priorities and principles that the NAADP and partners are committed to progressing. It will guide our ongoing activities, investments and related monitoring and evaluation.

As Independent Chair of the Alcohol and Drugs Partnership I am in the privileged position of being able to observe the tremendous work and collaboration that is going on across our services in the bid to free our communities from the all too often tragic impacts of drugs and alcohol. Statutory services workers within our Health and Social Care Partnership and within Education, our colleagues in the Police, Ambulance and Fire services, very often go above and beyond to support individuals and families affected by drugs and alcohol. Our third sector partners, offer a diverse range of additional supports and recovery options. Crucially, Recovery Development Workers in third sector and community organisations, who themselves have turned their own lives around, are using their experience and community connections to help others towards recovery.

The **NAADP Support Team** has worked closely with all our partners and has undertaken a thorough process of consultation with groups within our recovery communities, with our young people and with other community representatives to establish a set of priorities for the NAADP which, alongside Scottish Government priorities, form the basis of this strategy. This has been ongoing for a significant period and many of the proposals are already underway. For example:

- the NAADP has been active in supporting the embedding of the Medication Assisted Treatment (MAT) standards,
- a pathway to Residential Rehabilitation has been established for those who need this,
- Naloxone is now widely available to services and to local communities in North Ayrshire,
- all schools in North Ayrshire are now involved in a developing drugs and alcohol education programme which is coordinated by the NAADP.

I am in no doubt that lives are being saved in North Ayrshire as a consequence of these and other activities. However, we still face huge challenges. The drugs landscape constantly changes and we look with concern at the increasing availability of cheaper and more dangerous substances on our streets, and Scotland's culturally embedded and often troubling relationship with alcohol carries on apace. North Ayrshire contains some of the most deprived communities in the country and it is within communities such as these that drugs and alcohol have their greatest impact. People are still dying as a result.

We, in our ADP with all our partners, are committed to joint working and driving action to do all that we can to address these challenges. Our collective efforts and this strategy are aligned with broader work underway, in partnership with Public Health Scotland, to address health inequalities in North Ayrshire. People should be

supported to live long; healthy and active lives and our strategy will fully support that aspiration for the people of North Ayrshire.

Billy Brotherston

Independent Chair, North Ayrshire Alcohol and Drug Partnership

Introduction

North Ayrshire Council has a joint plan focused on making North Ayrshire a fairer and more equal society for our residents and communities¹. The plan acknowledges that we face some extremely complex challenges and emphasises the need for long-term and joined-up approaches, with communities at the heart of everything we do.

- NHS Ayrshire and Arran's "Caring for Ayrshire" vision focuses on:
- Delivering care as close to home as possible, supported by community services.
- Ensuring safe, effective, and timely access to specialist services when needed.
- Creating an integrated health and care system that supports people from birth to end of life.
- Encouraging individuals to take an active role in their own health and wellbeing.
- Innovating and evolving services to meet future demands through collaboration with communities and partners

North Ayrshire Health and Social Care Partnership² set out a long-term plan for 2022 to 2030 to improve services and the health and wellbeing of the approximately 135,000 people who live in the communities across the area's towns, villages, and islands, each with unique characteristics, strengths and challenges. North Ayrshire has areas of high deprivation and poverty contributing to high levels of poor health and wellbeing for many local people. The North Ayrshire Health and Social Care Partnership is working towards their vision that "People who live in North Ayrshire are able to have a safe, healthy and active life", supported by five strategic priorities to: enable communities; develop and support our workforce; provide early and effective support; improve mental and physical health and wellbeing; and tackle inequalities.

Analysis undertaken in 2025³, highlighted that North Ayrshire has relatively low life expectancy for both men and women (75 years for men and 79 years for women in 2021-23), compared with other places in Scotland. Rates of under 75 mortality have increased in North Ayrshire since 2010. There are also large differences in life expectancy within North Ayrshire (for both men and women) related to levels of deprivation. North Ayrshire has rates of alcohol-related hospital admissions which are close to the Scottish average of 532 per 100,000 population. However, rates of admission vary across areas within North Ayrshire, strongly related to levels of deprivation. There is also variation by deprivation for rates of drug related hospital admissions, as with the data for Scotland as a whole, there are markedly higher rates among people living in the 20 percent most deprived areas.

¹ [North Ayrshire Council Plan](#)

² [NAHSCP Strategic Commissioning Plan](#)

³ [Health Inequalities in Scotland](#)

In 2025 Public Health Scotland (PHS) reported that people in Scotland are drinking 50% above safe limits, with more deprived communities hit hardest⁴ and reported increased levels of drug-related harm⁵. PHS emphasise that alcohol and drug harms are closely linked to social and health inequalities and underscore the role that all services can play in collectively addressing this challenge, in line with the measures outlined in the Population Health Framework⁶.

Publication of the updated 2023-24 data for PHS Alcohol Consumption and Harms dashboard in June 2025 revealed that, despite recent improvements, Scotland continues to face a significant alcohol problem, with adults who drink alcohol consuming an average of 21.6 units per week (more than 50% above the Chief Medical Officers' safe drinking guidelines for both men and women). The latest data highlighted stark inequalities, with people living in Scotland's most deprived areas being six times more likely (compared to people in the least deprived communities) to be hospitalised or die from causes wholly related to alcohol⁷.

The PHS Rapid Action Drug Alerts and Response (RADAR) report published in July 2025 reported concerning increases in naloxone administration incidents, emergency department attendances, and suspected drug deaths⁸. The findings highlighted the persistently high levels of drug related harm in Scotland and the serious impact of a rapidly evolving, toxic, and unpredictable drug supply.

The North Ayrshire Alcohol and Drug Partnership (ADP) is a multi-disciplinary, non-statutory partnership bringing together statutory and third sector organisations, the Police and the Scottish Prison Service. This partnership is working together to tackle alcohol and drug issues in North Ayrshire, as part of the national approach set out in Scotland's alcohol and drug strategy, 'Rights, Respect and Recovery (2018)'⁹. It sets out a vision that Scotland is a country where "we live long, healthy and active lives regardless of where we come from" and where individuals, families and communities:

- Have the right to health and life - free from the harms of alcohol and drugs;
- are treated with dignity and respect.
- are fully supported within communities to find their own type of recovery.

In response to the high levels of drug deaths in Scotland, in 2021 the First Minister announced a new **National Mission to reduce drug deaths** and improve the lives of people impacted by drugs. In 2022 the Scottish Government published the National Drugs Mission Plan for 2022-2026¹⁰ detailing the key aims to: prevent people from developing problem drug use; reducing harms from the consumption of drugs; getting more people into high quality treatment and recovery services;

⁴ [Public Health Scotland information on alcohol consumption](#)

⁵ [Public Health Scotland information on drug harms increasing in Scotland](#)

⁶ [Scotland's Population Health Framework](#)

⁷ [Alcohol consumption and harms dashboard](#)

⁸ [RADAR Quarterly Report](#)

⁹ [Rights Respect and Recovery Alcohol and Drug Treatment Strategy](#)

¹⁰ [National Drugs Mission Plan: 2022-2026](#)

addressing multiple and complex needs; and supporting families and communities affected by problem drug use. This National Mission complements and builds upon the 'Rights, Respect and Recovery' alcohol and drug strategy and whole system approaches to improving population health.

Our Vision

This strategy has been developed following a review of existing plans and learning, and engagement with people working in statutory and third organisations across North Ayrshire and with people with lived experience of alcohol and drug issues. The priorities and areas for action set out in this strategy will be progressed in partnership during the period of 2025 to 2028. Our work is focused on driving progress towards the following vision:

"People in North Ayrshire enjoy healthy lives, free from the harms of alcohol and drugs. Prevention is prioritised by building on our strengths and supporting our children, young people, and families. People experiencing alcohol and drug problems are supported with their own type of recovery within our communities. Everyone is treated with dignity and respect."

There are **six cross-cutting principles** which will be embedded throughout our approach to implementing this strategy. These are detailed in the next section of this strategy document, followed by an outline of the key priorities we are focusing on. For each priority we have detailed the key areas of activity, the outcomes we are collectively working towards, and the actions being progressed. A summary of the strategy vision, key priorities, and cross-cutting principles is provided in the diagram below.

This strategy provides the overarching framework for our future action planning, commissioning, and funding decision-making, as well as our ongoing monitoring and evaluation activities.

VISION

“People in North Ayrshire enjoy healthy lives, free from the harms of alcohol and drugs. Prevention is prioritised by building on our strengths and supporting our children, young people and families. People experiencing alcohol and drug problems are supported with their own type of recovery within our communities. Everyone is treated with dignity and respect”



Cross Cutting Principles

Six cross-cutting principles are integrated throughout our approach to implementing this strategy. They are all inter-related and equally important. They are listed below in alphabetical order.

Equalities and Rights

This strategy principle is being progressed by:

- Responding to and working to address the high levels of poverty within North Ayrshire, working with an understanding of how people are affected by multiple and complex disadvantage.
- Continue to raise awareness of Charter and include as key principle in National Specification for Alcohol and Drugs Services and the revised Partnership Delivery Framework for ADPs
- Monitoring data of impacts for people with protected characteristics.
- Decision-making and implementation of actions informed by understanding of differences by the nine protected characteristics under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).
- Implementing gender-informed approaches that recognise the influence of gender on individuals' needs and experiences, supporting more effective and personalised care across services / sectors.

- Upholding children's rights as set out in the United Nations Convention on the Rights of the Child (UNCRC) and Human Rights (Charter of Rights).

Evidenced Informed

This strategy principle is being progressed by:

- Decision-making and implementation of actions informed by available national and local data and evidence.
- Monitoring and sharing information from the Rapid Action Drug Alerts and Response (RADAR) system.
- Reviewing drug related deaths (including information from North Ayrshire Drug and Alcohol Recovery Services (NADARS) and wider ADP partners) to better understand the circumstances leading to tragic deaths and informing improvements to operational practice across the partnership. This includes consideration of protective factors, risk, significant life events, and areas for development and learning.
- Monitoring and evaluation of implementation of this strategy.

Lived Experience

This strategy principle is being progressed by:

- Working with and valuing experiences of people with lived experience of addiction and recovery and their family and friends.
- Ensuring the ADP and partner activities are informed and driven by the lived experience of people and communities most affected by decisions and actions being progressed.
- Engaging with children and young people.
- Ongoing processes to ensure individual and community lived experience is informing decision-making and implementation of actions.
- Recruiting and supporting people with lived experience in the workforce.

Partnership Working and Public Health Approach

This strategy principle is being progressed by:

- Valuing and building on the strengths of partnership working across statutory and voluntary sectors and services and community groups.
- Progressing inter-related actions across the determinants of health (including actions related to employment support, housing, community environment, tackling poverty) to support people's health and wellbeing and reduce the risk of alcohol and/or drug harms and other health challenges.
- Taking a life-course approach to understanding the causes and consequences of alcohol and drug use, with a priority focus on support for families, infants, children, and young people.
- ADP supporting and working with partners across North Ayrshire, Pan-Ayrshire collaborations, and other regional and national partnerships.

Prevention

This strategy principle is being progressed by:

- Integrating actions on prevention of alcohol and drug harm across all the priority areas for action detailed in this strategy.
- Sharing information across whole population regarding alcohol and drug related harms.
- Providing support for people across all life-stages impacted by alcohol and drug harm, both through their own use of alcohol and drugs and use by a family member and others.
- Having a priority focus on supporting families, infants, children, and young people, linking to related actions to fulfil children's rights and The Promise¹¹ commitment to ensure that all children grow up loved, safe and respected.

Relationship-based and Trauma Informed

This strategy principle is being progressed by:

- Building relationships and providing non-judgemental support to tackle stigma and ensure people and families can access help and care.
- Providing the workforce with appropriate training, supervision, and wellbeing support to care for people with trauma, and where relevant to their role to provide effective, safe psychological therapies.
- Providing trauma-informed services and support that recognises the impacts of trauma and responds in ways which supports resilience and recovery for individuals and families and avoids re-traumatisation.
- Valuing and including the views and experiences of people in our workforces and people with lived experience.

Key Priorities

We have identified several key priority areas for action that are critical to driving progress on achieving our vision that: "People in North Ayrshire enjoy healthy lives, free from the harms of alcohol and drugs. Prevention is prioritised by building on our strengths and supporting our children, young people, and families. People experiencing alcohol and drug problems are supported with their own type of recovery within our communities. Everyone is treated with dignity and respect."

The diagram below provides an overview of these key priorities and the associated outcomes. The following sections provide more detail about each priority, including the key areas of activity, the outcomes we are collectively working towards, and the actions being progressed.

¹¹ [The Promise](#)

KEY PRIORITIES AND OUTCOMES

Families, Infants, Children & Young People



OUTCOME 1: Children and young people are informed, empowered, and supported through accessible education, outreach, and engagement initiatives that promote health, wellbeing, and resilience.

OUTCOME 2: Families are supported early and holistically to build resilience, strengthen relationships, and reduce the impact of substance use and poverty, enabling children to thrive.

OUTCOME 3: Infants, children and young people are safeguarded and supported through integrated, trauma-informed services that prioritise family unity and long-term wellbeing.

Community Development & Support



OUTCOME 9: Connected and compassionate communities where people are supported to grow, contribute, and thrive together, through shared resources, inclusive opportunities, and strong local partnerships.

Reduce Risk & Facilitate Access to Treatment & Recovery



OUTCOME 4: People affected by substance use have access to safe, person-centred, and evidence-based treatment options that meet their individual needs and support their recovery journey.

OUTCOME 5: Recovery is supported through integrated pathways, peer-led initiatives, and community-based services that promote hope, connection, and long-term wellbeing.

OUTCOME 6: Individuals, families, and communities are protected from the harms of substance use through proactive harm reduction, training, and accessible information.

Housing



OUTCOME 10: People impacted by addiction, homelessness, and/or the justice system experience stable transitions, reduced reoffending, and improved wellbeing, supported by strong partnerships, integrated services, and innovative housing solutions.

OUTCOME 11: The risk of homelessness and relapse is reduced by providing the right support at the right time, with a strong focus on early support and prevention.

Workforce Support



OUTCOME 7: A confident, compassionate, and trauma-informed workforce that provides high-quality, person-centred support for individuals and families affected by substance use.

OUTCOME 8: Members of the workforce supporting people impacted by substance use work as part of a strong multi-agency collaboration and are supported with their own wellbeing and continuous learning.

Justice



OUTCOME 12: Individuals who have contact with the justice system experience compassionate support for their recovery and continuity of care, from co-ordinated services that are trauma-informed and gender-informed, fostering their long-term rehabilitation and wellbeing.

Families, Infants, Children and Young People

Children and young people (CYP) in North Ayrshire consistently identify addressing alcohol and drug issues as their top priority, with many sharing concerns for themselves, their peers, family members, and people across their community.

Supporting families, infants and CYP is a key priority for this strategy, to help ensure support is provided as early as possible and fewer people develop problem drug and alcohol use in the longer term. Throughout our work we will take a children's rights-based approach in line with the UNCRC and aligned with the Getting it right for every child (GIRFEC) national approach to ensuring the right support at the right time¹² and The Promise¹³ ambition for all children and young people to grow up loved, safe and respected so that they realise their full potential.

Our partnership work focused on families, infants and CYP encompasses the following main areas of activity, including the outcomes (Outcomes 1 to 3) we are working towards, and the associated key actions.

¹² [Getting It Right for Every Child \(GIRFEC\) Strategy](#)

¹³ [The Promise Scotland Strategy](#)

Empowering Children and Young People Through Education and Engagement

Key Actions

Outcome 1: Children and young people are informed, empowered, and supported through accessible education, outreach, and engagement initiatives that promote health, wellbeing, and resilience.

Education and prevention:

- Continue 'Champions for Change' in primary schools.
- Sustain S1 Roadshows and develop new educational resources.
- Pilot peer facilitation and health education at Irvine Royal Academy.
- Expand and develop attainment support in schools.
- Deliver staff training on drug trends and ADP pathways.
- Involve our lived experience workforce in engaging with young people as part of effective prevention activities.

Outreach and support:

- Increase youth work outreach at Irvine Beach and other hotspots, especially during warm weather in partnership with the Connected Communities (Community Learning and Development) service in North Ayrshire.

Support for high-risk and CYP not in school

- Strengthen referral pathways from housing, justice, and social services.

Consistent messaging and peer support

- Work with partners to ensure consistent communications regarding risk and harm.
- Train peer mentors to support friends disclosing substance use.
- Use social media campaigns to reach CYP with harm reduction messages.

Parent and carer engagement

- Engage with parents in schools and provide information about alcohol and drugs.
- Host community-based information sessions beyond school settings.
- Distribute resources via GPs, food banks, and libraries.
- Offer online webinars and accessible digital materials.

Coordination and directory

- Maintain and promote a directory of support services for CYP and families.
- Strengthen partnership working across sectors to ensure consistent, early intervention.

Holistic, Early and Trauma-Informed Support for Families

Key Actions

Outcome 2: Families are supported early and holistically to build resilience, strengthen relationships, and reduce the impact of substance use and poverty, enabling children to thrive

Early intervention and relationship-based support:

- Maintain and develop provision of early and effective support to children, young people and families.

Whole-family recovery and therapeutic support

- Sustain and develop the Stronger Families service to support recovery and holistic family needs.
- Enhance joint work with third sector and statutory services on skills development and relationship-building.
- Provide ongoing support to families leaving Harper House and young people in residential detox/rehab settings.

Targeted and intensive family support:

- Assess and address the gap in support to prevent Foetal Alcohol Spectrum Disorder (FASD) through education and early intervention.
- Develop targeted, intensive support pathways for families with complex needs, alongside universal early help.
- Increase focus on support for children under 12, particularly those affected by parental substance use.
- Enable families to access therapeutic support for both parents and children.

Safeguarding and Supporting Vulnerable Families, Infants and Children and Young People

Key actions

Outcome 3: Infants, children and young people are safeguarded and supported through integrated, trauma-informed services that prioritise family unity and long-term wellbeing

Integration and safeguarding:

- Strengthen integration of ADP work with child protection structures, Children and Families Affected by Substances Group and Child Protection Committee.
- Progress actions to safeguard CYP from criminal exploitation, including drug dealing, running drugs, and drug debts.
- Align family support with The Promise to help keep families together safely.

Care experienced children and young people:

- Sustain and develop support services for care experienced children and young people.
- Provide targeted support for kinship carers, particularly around trauma and FASD.

Family recovery and workforce development:

- Explore implementation of the CRAFT model (Community Reinforcement and Family Training) to empower families and carers in the recovery journey.
- Develop staff capacity to deliver trauma-informed, family-centred support.

Reduce risk and facilitate access to treatment and recovery

Our partnership work focused on reducing risk and facilitating access to treatment and recovery encompasses the following main areas of activity, including the outcomes (Outcomes 4 to 6) we are working towards, and the associated key actions.

Delivering Safe, Accessible and Evidence-Based Treatment

Key actions

Outcome 4: People affected by substance use have access to safe, person-centred, and evidence-based treatment options that meet their individual needs and support their recovery journey

Clinical standards and access:

- North Ayrshire Drug and Alcohol Recovery Service (NADARS) to continue to provide a wide range of support and interventions, including support to stop substance use, mental health services, physical and sexual health support, needle exchange, and the implementation of the Medication Assisted Treatment (MAT) Standards.
- Delivery of residential detoxification and rehabilitation through Ward 5 at Woodland View.
- Implementation of the North Ayrshire Non-Fatal overdose pathway

System improvement and equity:

- Implementation of the Residential Rehabilitation Action Plan¹⁴.
- Implementation of the Co-occurring Mental Health and Substance use pathway¹⁵.

Policy and strategy:

- Collaborate with Public Health Scotland (PHS) to inform national alcohol and substance use strategies.
- Continue to progress Recovery Orientated System of Care (ROSC), in line with the national, 'Rights, Respect, and Recovery' strategy¹⁶, to guide integrated, person-led approaches.

¹⁴ [North Ayrshire Residential Rehabilitation Information](#)

¹⁵ [Community alcohol and drug services](#)

¹⁶ [Rights, Respect, and Recovery: Alcohol and Drug Treatment Strategy](#)

Strengthening Recovery Pathways and Community Support

Key actions

Outcome 5: Recovery is supported through integrated pathways, peer-led initiatives, and community-based services that promote hope, connection, and long-term wellbeing

Recovery culture and access:

- Turning Point Scotland Prevention, Early intervention, and Recovery Service (TPS PEAR) to continue to provide person-centred, accessible support and interventions to people on their recovery journey.
- Community organisations supported to promote inclusive, person-centred recovery opportunities in the community.
- Develop more opportunities in the evening and weekend to increase levels of engagement and activity for people impacted by drugs and alcohol.

Reducing barriers and tackling stigma:

- Identify and reduce barriers to support for recovery for all people, including providing trauma-informed and gender-informed support.
- Develop our approach in North Ayrshire to reduce stigma around specific recovery models (e.g., 12 Step, mutual aid, community groups) to prevent disengagement and enhance partnership working.

Integrated support:

- Improve information sharing across organisations to streamline access and referrals.

Reducing Harm and Promoting Safer Communities

Outcome 6: Individuals, families, and communities are protected from the harms of substance use through proactive harm reduction, training, and accessible information

Key actions

Naloxone access and training:

- Expand availability of Naloxone.
- Improve staff and community training (including First Aid basics like recovery position and airway maintenance).
- Continue to develop our communications plan regarding naloxone.

Harm reduction resources:

- Provide up-to-date communication and harm reduction information and resources education on emerging synthetic substances and contaminants.

- Develop and share clear, accessible information on drug trends and risks
- Raise community awareness about new synthetic substances and their dangers.
- Develop new training informed by drug trends.

Collaboration and systems improvement:

- Continue to engage with people with lived experience for feedback on service provision, strengths, and to identify areas for development.

Workforce Support

People across our workforce supporting individuals impacted by substance use are undertaking critical work and can face difficult challenges, for example when individuals relapse, become ill or tragically lose lives, and they witness the associated impacts on families and communities. It is therefore crucial members of our workforce are equipped with the right knowledge and skills, enabled to work with trauma-informed and multi-agency approaches, and supported with their own wellbeing. This may include help for vicarious trauma for all members of the workforce (including those with lived experience of issues related to alcohol and drugs).

Our partnership work focused on workforce support encompasses the following main areas of activity, including the outcomes (Outcomes 7 and 8) we are working towards, and the associated key actions.

Workforce Development, Collaboration and Wellbeing

Outcome 7: A confident, compassionate, and trauma-informed workforce that provides high-quality, person-centred support for individuals and families affected by substance use

Outcome 8: Members of the workforce supporting people impacted by substance use work as part of a strong multi-agency collaboration and are supported with their own wellbeing and continuous learning.

Key actions

Enhanced workforce capability:

- Staff are supported, alongside their professional and clinical qualifications, to develop the knowledge and skills in line with consistently demonstrate the core competencies outlined in the Drugs and Alcohol Workforce Knowledge and Skills Framework¹⁷.

Improved quality of care:

- Workforce support and development to help ensure individuals who use substances receive effective, person-centred, and trauma-informed support, leading to improved engagement and outcomes.

Sustainable workforce wellbeing:

- Ensure staff feel supported in their roles through regular supervision, access to trauma-informed resources, and opportunities to maintain their own wellbeing.

¹⁷ [Drugs and Alcohol Workforce Knowledge and Skills Framework](#)

- Support staff wellbeing and support around vicarious trauma by creating spaces for shared learning, mutual support, and open dialogue, especially for those with lived experience.

Learning and development:

- Workforce members have equitable access to current, relevant, and high-quality learning opportunities through the Prevention and Service Support Team (PSST) and other relevant training sources.
- Support knowledge and skills through more multi-agency joint training, to make staff more aware of the different roles and responsibilities of people that are operational and on the ground.

Trauma-informed approaches:

- Staff are helped to apply trauma-informed approaches in their daily work, supported by the National Trauma Transformation Programme¹⁸ learning resources, contributing to safer and more supportive environments.
- Trauma-informed workplaces developed to help reduce stigma and enable individuals in recovery to seek support without fear of judgement or job loss.

¹⁸ [National Trauma Transformation Programme](#)

Community Development and Support

Actions to reduce poverty and address inequalities, including support for education and employment, are all key to tackling alcohol and drug harms which are closely linked to social and health inequalities (as outlined in the Introduction).

Our partnership work related to community development and support is focused on building on the assets and strengths of our communities, fostering connections, and supporting people in recovery.

Our partnership work focused on community development and support encompasses the following main areas of activity, including the outcome (Outcome 9) we are working towards, and the associated key actions.

Community and Recovery Support Initiatives

Outcome 9: Connected and compassionate communities where people are supported to grow, contribute, and thrive together, through shared resources, inclusive opportunities, and strong local partnerships

Key actions

- Support individuals in recovery to gain confidence, skills, and qualifications through tailored educational opportunities, such as college courses designed specifically for their needs.
- Develop targeted youth work programmes that support resilience, healthy choices, and positive community engagement.
- Ensure people have access to holistic community support services that address a range of social, emotional, and practical needs.
- Develop and sustain initiatives that ensure people impacted by alcohol and drug experiencing poverty are supported in meeting their basic needs, reducing inequality, and promoting dignity and stability.
- Individuals are supported to access training, volunteering, and employment opportunities, enhancing their economic independence and self-worth.
- Recovery groups/activities, drop-ins, and club sessions are developed across North Ayrshire to foster a sense of community, reduce isolation, and promote mutual support
- People with lived/living experience are supported to access meaningful roles in volunteering, promoting inclusion, purpose, and peer-led support.

Housing

Housing is a basic need. Addiction often leads to people presenting as homeless. It is crucial to enable people impacted by alcohol and drug harms to access quality housing that meets their needs (and the needs of their family) and supports long-term health and wellbeing. People who are experiencing high need related to addiction, and sometimes also contact with the justice system (see Justice priority below), require support to access housing and homelessness services and to be linked to other services. Strong partnership working and a 'no wrong door' approach ('ask and act') is key to addressing homelessness and progressing prevention.

Our partnership work focused on housing encompasses the following main areas of activity, including the outcomes (Outcomes 10 and 11) we are working towards, and the associated key actions.

Housing and Recovery

Outcome 10: People impacted by addiction, homelessness, and/or the justice system experience stable transitions, reduced reoffending, and improved wellbeing, supported by strong partnerships, integrated services, and innovative housing solutions.

Key actions

- Ongoing collaboration between NADARS and housing services to support individuals transitioning from residential rehab.
- Joint work with Justice Services and a dedicated housing officer to support people leaving prison and to reduce reoffending.
- People impacted by addiction are linked to housing and other relevant services to ensure holistic support.
- Individuals in recovery or leaving prison are signposted and supported to services which ensure smooth transitions into stable housing, reducing risk of relapse or reoffending.
- Reducing the risk of homelessness by improving access to appropriate accommodation options.
- Strong cross-sector collaboration to ensure people receive timely, coordinated support.

Housing Pathway Improvement

Outcome 11: The risk of homelessness and relapse is reduced by providing the right support at the right time, with a strong focus on early support and prevention

Key actions

- Investment in training for housing support workers to help increase understanding of addiction, recovery and trauma, and to facilitate trauma-informed and person-centred approaches that provide support for individuals' specific, circumstances and needs.
- Develop trauma-informed approaches to housing options, including gender-specific and privacy-respecting environments to best support people on their recovery journey.
- Prioritise local placements to maintain continuity of care and community support.
- Embed lived experience in service design and evaluation to ensure relevance and dignity.

Justice

Our partnership work encompasses all points of the criminal justice system to help address alcohol and drug issues, and to develop and enhance recovery opportunities for all people involved with the justice system.

Our partnership work focused on justice encompasses the following main areas of activity, including the outcome (Outcome 12) we are working towards, and the associated key actions.

Criminal Justice System and Recovery

Outcome 12: Individuals who have contact with the justice system experience compassionate support for their recovery and continuity of care, from co-ordinated services that are trauma-informed and gender-informed, fostering their long-term rehabilitation and wellbeing

Key actions

Improved continuity of care:

- Individuals receive consistent addiction treatment and recovery support during and after custody. ADP and Community Justice Partnership will work together to promote pathways to people within custody suites and to people being liberated from prison back to North Ayrshire.

Reduced reoffending:

- Continued investment in Recovery Development Workers within Community Justice Services to promote recovery and housing pathways to reduce the likelihood of returning to prison.
- Develop a drop-in hub specifically for people being liberated from prison to enable them to access resources and support from one place.

Gender-informed justice responses:

- Women in the justice systems are linked with appropriate support services in North Ayrshire to receive equitable, trauma-informed, and family-sensitive support.

Enhanced multi-agency coordination:

- Safeguarding and justice services work collaboratively to address complex needs involving substance use and domestic abuse.

Increased engagement in recovery:

- People subject to Drug Testing and Treatment Orders (DTTOs) are actively supported through structured recovery programs, improving outcomes and compliance.