

### Overview

This unit focuses on planning the release and resettlement of offenders into the community.

You will need to take account of individual's personal circumstances, including personal domestic relationships, accommodation, money, physical, mental and emotional health, use of alcohol and drugs where these are an issue and available support structures and contacts.

Your plans for release and resettlement may include accommodation, employment, education and training, financial support, re-establishing relationships, maintenance of health and social wellbeing, daily living skills, refuge and protection and arrangements through which the offender and their behaviour can be monitored.

In preparing plans you will need to assess the risk of harm to the public, including actual and potential victims including people significant to the offender, people working with the offender, the offender him/herself and/or to property.

#### There are five elements

- 1 Obtain information from offenders
- 2 Obtain information from colleagues and evaluate and record the information gathered
- 3 Assess the risks of release and resettlement of offenders
- 4 Identify and assess the options for release and resettlement of offenders
- 5 Contribute to plans for release and resettlement

#### Target Group

This unit applies to experienced staff who have particular responsibilities for sentence planning and resettlement.

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## Contribute to plans for the release and resettlement of offenders

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### Performance criteria

#### Obtain information from offenders

*You must be able to:*

- P1 explain clearly your role and responsibility, and the purpose of the information gathering
- P2 clarify the role and responsibility of everyone who is contributing to planning release and resettlement, and who will have the right of access to the information gained
- P3 communicate with offenders clearly and effectively and in line with organisational policy
- P4 encourage offenders to explore
  - P4.1 their views of their offending behaviour and the reasons why it happened and identify any patterns in relation to their offending
  - P4.2 issues relating to their personal circumstances
  - P4.3 their attitudes to and feelings about their victims
  - P4.4 the feelings of their victims and the effect of their release on their victims and the community
  - P4.5 obstacles to change their concerns about and plans for release and resettlement
  - P4.6 their attitude to any post-release supervision requirements
- P5 summarise the information received from offenders and reflect it back to them to confirm that the worker has understood the information correctly
- P6 observe offenders' behaviour throughout the process for any further insights it may offer
- P7 encourage offenders to explore and explain extreme views and attitudes that appear to influence their offending behaviour
- P8 encourage offenders to explore and explain any inappropriate behaviour and challenge them constructively in a manner that takes account of personal safety

#### Obtain information from colleagues and evaluate and record the information gathered

*You must be able to:*

- P9 explain clearly your role and responsibility, and the purpose of the information gathering
- P10 clarify the role and responsibility of everyone who is contributing to planning release and resettlement, and who will have the right of access to the information gained
- P11 communicate with colleagues clearly and effectively and in line with organisational policy
- P12 seek information from colleagues on the offender's
  - P12.1 behaviour while in custody
  - P12.2 views of their offending behaviour
  - P12.3 plans for their release

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- P12.4 perceived risks associated with their release and resettlement
- P12.5 attendance at and participation in programmes while in custody and with what results
- P13 take appropriate action immediately when the information indicates that there is immediate risk of harm or the offender discloses further offences
- P14 seek advice and support when the needs of the offender and the complexity of the case are beyond your role and capability
- P15 record the information accurately and clearly and store it safely

#### **Assess the risks of release and resettlement of offenders**

*You must be able to:*

- P16 summarise and structure the available information about the offender in a way that aids analysis
- P17 confirm whether there is sufficient information from the necessary range of sources to be able to make a valid assessment, and obtain further information and specialist assessment when the information available is insufficient to make valid judgements
- P18 compile case notes which identify
  - P18.1 the offender's plans for living in the community
  - P18.2 the views of people in the community who will be affected by the release and resettlement of the offender
  - P18.3 other factors in the community that may have a bearing on the case
- P19 make an assessment of the risks of harm and likelihood of re-offending associated with the offender's offending behaviour, which is valid given the information and helpful in planning resettlement and offender management
- P20 make a valid assessment of
  - P20.1 the effects of the offender's offending behaviour on victims and others
  - P20.2 the causes of the offender's offending behaviour
  - P20.3 the offender's attitudes to their offending behaviour and their motivation to change
  - P20.4 the progress the offender has made in changing their behaviour and potential obstacles to sustaining change
  - P20.5 the potential impact of the offender on the community
  - P20.6 the nature of the community itself and whether it is the most appropriate community in which to release and resettle the offender
  - P20.7 the resources required to sustain the offender in the community, minimise the risk of harm and reduce the likelihood of re-offending
- P21 work collaboratively with workers in other organisations to assess, and identify the risks of harm and likelihood of re-offending posed by the offender

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- P22 seek advice and support when the complexity of the case, the needs of the offender or the level of risk of harm that they pose are beyond your role and capability

#### **Identify and assess options for the release and resettlement of offenders**

*You must be able to:*

- P23 work collaboratively with workers in other organisations to identify ways of managing the risks of harm posed by the offender and identify realistic options for release and resettlement
- P24 identify professional, organisation and community barriers that stand in the way of effective solutions to release and resettlement and explore ways in which they can be challenged
- P25 base your options for releasing the offender into the community on
  - P25.1 an evaluation of the level of risk inherent in each option
  - P25.2 the assessment of the nature and causes of the offenders' offending behaviour
  - P25.3 the impact of the offending behaviour and the offender's release on the people significant to the offender, their victims and the community as a whole
  - P25.4 an assessment of the progress offenders have made in changing their behaviour and the programmes and further support they will need to sustain change in the community
  - P25.5 the views of the community on the offender's release and resettlement
  - P25.6 the capacity of the relevant organisations to sustain the release and resettlement programme
- P26 alert relevant organisations to the implications of the different options
- P27 seek advice and support when the complexity of the case, the needs of the offender or the level of risk of harm that they pose are beyond your role and capability
- P28 complete records accurately and clearly and store them safely
- P29 communicate information to others who have the right and need to know at a time and in a manner which is of maximum benefit to them

#### **Contribute to plans for release and resettlement**

*You must be able to:*

- P30 establish criteria that will be used to decide on release and resettlement in compliance with organisational policies
- P31 identify professional, organisation and community barriers that stand in the way of effective solutions to release and resettlement and explore ways in which they can be challenged
- P32 base your options for releasing the offender into the community on an evaluation of the level of risk inherent in each option
  - P32.1 the assessment of the nature and causes of the offenders' offending behaviour

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- P32.2 the impact of the offending behaviour and the offender's release on the people significant to the offender, their victims and the community as a whole
- P32.3 an assessment of the progress offenders have made in changing their behaviour and the programmes and further support they will need to sustain change in the community
- P32.4 the views of the community on the offender's release and resettlement
- P32.5 the capacity of the relevant organisations to sustain the release and resettlement programme
- P33 alert relevant organisations to the implications of the different options
- P34 seek advice and support when the complexity of the case, the needs of the offender or the level of risk of harm that they pose are beyond your role and capability
- P35 complete records accurately and clearly and store them safely
- P36 communicate information to others who have the right and need to know at a time and in a manner which is of maximum benefit to them

#### Knowledge and understanding

*You need to know and understand:*

- K1 the impact of crime on victims, survivors and witnesses and their need for protection, respect, recognition, information and confidentiality; why it is important to recognise the impact on all those affected by crime, whether they are direct victims or indirect victims (e.g. family, friends or other associates); repeat victimisation and its implications
- K2 the ways in which individuals' physical, social, psychological and emotional development and functioning affects their behaviour and its associated patterns
- K3 relevant research into the relationship between known factors that influence offending behaviour and evidence of effective practice in tackling these factors, and how the worker has applied these in their work
- K4 information required in order to effectively plan release and resettlement, the types and sources of specialist advice that may be required; the particular importance of working with other organisations who have an interest and role in managing the risk of releasing and resettling offenders; the range of options for release and resettlement available to protect offenders and the public; conditions that may be attached to release
- K5 methods of encouraging the effective involvement of the offender in the assessment; ways of communicating effectively with offenders, their families and staff and the ways in which it is necessary to alter communication when working with different individuals and representatives of different organisations; likely constraints to communication and ways of minimising them
- K6 procedures and protocols within the particular secure establishment within which the offenders are held, including those relating to release of offenders and who is responsible for making such decisions
- K7 the particular needs of offenders who may be socially excluded or stigmatised (e.g. people with mental health problems, minority ethnic groups, people with learning disabilities, people with criminal records)
- K8 methods for assessing and managing risk, including the use of risk assessment systems; issues involved in risk identification and prediction including the use of different predictive methods; the ways in which stereotyping and discrimination might affect risk assessment and how to guard against this; methods of identifying those who may be at risk from the offender (including the offender themselves, children and vulnerable people, the worker and other staff) and who may pose a risk to the offender; methods of assessing these risks, how those risks may be minimised and the procedures that may need to be put into place to manage these risks

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- K9 strategies for communicating effectively with those in the community who are concerned about the release and resettlement of offenders who pose significant risk; the kinds of misinformation which people receive about crime and anti-social behaviour (incidence, types, levels, patterns, impact on victims and contributing factors) and the release and resettlement of offenders; how to balance tensions between the rights, interests and concerns of communities and offenders
- K10 the tensions that are likely to exist between your objectives, your organisation and the concerns and priorities of the offenders, families, groups, organisations and communities with whom you are working; ways of managing these tensions; methods of handling situations where there is the potential for conflict and examples of when you have done this, how to recognise conflicts of interest, make them explicit and work with others to solve them
- K11 the specific legislation, guidelines of good practice, charters and service standards that relate to the work being undertaken and the impact of these on the work
- K12 the role, purpose, functions, policies and priorities of your organisation and other organisations working with offenders, and how they relate to each other
- K13 how your organisation's policies and practices in relation to the release, resettlement and supervision in the community of offenders who pose a significant risk have affected the work undertaken
- K14 the organisation's policy and procedures regarding confidentiality of information, the disclosure of information to third parties and the specific circumstances under which disclosure may be made
- K15 your own role and responsibilities and from whom assistance and advice should be sought if you are unsure; the case registration and management procedures used within the organisation and your responsibilities within these
- K16 the options for the release and resettlement of offenders that they considered and the reasoning processes they used in determining the most appropriate approach for the offenders concerned
- K17 how you have applied the principles of equality, diversity and anti-discriminatory practice to your work
- K18 methods of evaluating your own competence, determining when further support and expertise are needed and the measures taken to improve your own competence in this area of work

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<b>Developed by</b>	Skills for Justice
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<b>Originating organisation</b>	Skills for Justice
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<b>Relevant occupations</b>	Health, Public Services and Care; Public Services; Associate Professionals and Technical Occupations; Protective Service Occupations
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<b>Suite</b>	Custodial Care
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<b>Key words</b>	Resettlement, Rehabilitation, Release, Throughcare, Sentence plan
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