

SFJCJGB4

Support individuals with difficult or potentially difficult relationships



Overview

This standard is about supporting individuals with difficult or potentially difficult relationships. It includes individuals where there may be a history of difficulties with relationships, where their behaviour may have been aggressive or abusive in the past, and where individuals may have been out of contact with others over a period of time, for example whilst serving a prison sentence.

It involves you supporting individuals to evaluate and make decisions about their relationships. It also includes helping individuals to establish and/or maintain contact, giving practical support where appropriate. You may have to deal with situations where there are tensions or conflict between the individuals' wishes and the wishes of those with whom they are trying to establish or maintain contact.

There are two elements

- 1 Support individuals in their decisions regarding relationships
- 2 Support individuals in maintaining and evaluating contact in difficult or potentially difficult relationships

Target Group

This standard is applicable to those with responsibility for helping individuals with difficult or potentially difficult relationships, where such support has been agreed.

Performance criteria

You must be able to:

Support individuals in their decisions regarding relationships

- P1 communicate in a manner appropriate to the individual, and which is free from discrimination and oppression
- P2 encourage an open exchange of views and information
- P3 encourage individuals to reflect on their relationships, identifying their needs in developing and maintaining relationships, acknowledging any related consequences in developing and maintaining them
- P4 agree with individuals the support they require, and confirm this with relevant colleagues, in line with your organisation's procedures
- P5 discuss in a supportive manner the effects which contact may have on others, where appropriate
- P6 offer individuals relevant information about their relationship with others, where requested, and in line with your organisation's procedures
- P7 seek advice and support promptly when you are unable to provide the information requested or are uncertain how to proceed
- P8 discuss and negotiate options with individuals who want to make contact with others
- P9 discuss conditions regarding contact with those involved and establish a working agreement
- P10 discuss with individuals any obstacles to communicating with the identified people, and agree plans for overcoming these
- P11 discuss and agree with individuals how to proceed if they decide they do not want to make contact with a particular person, or if the person the individual wishes to contact does not wish them to do so
- P12 agree with individuals their decisions about making contact with others
- P13 communicate all relevant information promptly to all authorised parties, and establish a working agreement
- P14 maintain accurate and up to date records in line with your organisation's requirements

Support individuals in maintaining and evaluating contact in difficult or potentially difficult relationships

You must be able to:

- P15 establish the level of support required by individuals, consistent with any conditions laid down regarding the contact
- P16 support individuals to prepare for making contact, including acknowledging any anxieties
- P17 make facilities available for contact, and support individuals in using them
- P18 support and encourage individuals during contact with those who are significant to them, through the creation of an appropriate environment, and consistent with any agreements reached with individuals

SFJCJGB4

Support individuals with difficult or potentially difficult relationships

- P19 help individuals to manage conflicts and tensions in their relationships constructively
- P20 give individuals sufficient opportunities for support and reflection following contact with others
- P21 take action to protect the individual's welfare, if their behaviour or condition gives cause for concern
- P22 seek advice and support promptly from an appropriate person, if you are uncertain about how to proceed
- P23 maintain accurate and up to date records of any changes in the individual's requirements in relation to contacts, in line with your organisation's requirements

Knowledge and understanding

You need to know and understand:

Legislative, regulatory and organisational requirements

- K1 legal and organisational requirements which relate to assisting supporting individuals with their relationships, and their impact for your area of operations
- K2 legislation, policies and procedures relating to data protection, health and safety, diversity and their impact for your area of operations
- K3 the role of your organisation and its services, and the services which it provides in supporting individuals with difficult or potentially difficult relationships
- K4 the organisation's policy and procedures regarding confidentiality of information and the disclosure of information to third parties, and the specific circumstances under which disclosure may be made
- K5 organisational requirements relating to allowing others to be present in discussions with victims/survivors/witnesses, and the relative benefits and disadvantages that the presence of others can create
- K6 the limits of your authority and responsibility, and the actions to take if these are exceeded

Working within the community justice sector

You need to know and understand:

- K7 the impact of physical, social, psychological and emotional development upon the behaviour of individuals
- K8 the physical conditions and emotional factors which may have an effect on relationships, including Alzheimer's disease, depressive states and where significant harm has been a concern in the past
- K9 factors influencing the individual's ability to make decisions, including self-image
- K10 the importance of supporting to individuals with their relationships, including the significance of their development, growth and self esteem
- K11 why conditions might be attached to making contact, and why a working agreement should be reached with those involved
- K12 why the behaviours and conditions which give cause for concern should be reported promptly and to whom
- K13 why the effects of contact between individuals and others should be discussed
- K14 agencies relevant to making contact
- K15 when and how advocacy should be provided
- K16 the support which you may need when dealing with those who have difficult relationships
- K17 how relationships are formed and may change
- K18 the different types of relationships and family patterns
- K19 factors influencing different roles, and communication, within the family

SFJCJGB4

Support individuals with difficult or potentially difficult relationships

K20 counselling skills which may be appropriate to different situations

SFJCJGB4

Support individuals with difficult or potentially difficult relationships

Developed by	Skills for Justice
---------------------	--------------------

Version number	2
-----------------------	---

Date approved	May 2010
----------------------	----------

Indicative review date	May 2012
-------------------------------	----------

Validity	Current
-----------------	---------

Status	Original
---------------	----------

Originating organisation	Skills for Justice
---------------------------------	--------------------

Original URN	SfJ GB4
---------------------	---------

Relevant occupations	Public Services; Public Service and Other Associate Professionals
-----------------------------	---

Suite	Community Justice
--------------	-------------------

Key words	individuals, difficult, relationships
------------------	---------------------------------------