

Support and encourage individuals in addressing their offending behaviour

Overview

This standard is about helping individuals who have offended to understand why aspects of their behaviour might be considered offensive, and the benefits of addressing such aspects. This includes challenging behaviour and providing support and encouragement for change. You need to recognise the complex range of factors which may have led to offending and be able to help individuals value themselves and others.

In working with offenders you are expected to consistently display the skills of pro-social modelling, offender engagement and professional judgment to encourage offenders to desist from their offending behaviour and to reduce the risk of re-offending.

There are two elements

1. Help individuals to explore aspects contributing to their offending behaviour
2. Help individuals to address the offending aspects of their behaviour

Target group

This standard is aimed at workers within the justice sector who work with offenders to address their offending behaviour.

Performance criteria

You must be able to:

Help individuals to explore aspects contributing to their offending behaviour

1. communicate using techniques appropriate to the individual and their needs
2. encourage an open exchange of views and information
3. encourage individuals to reflect on their behaviour, to identify the offending aspects and their consequences on the public, including actual and potential victims
4. encourage individuals to consider the potential impact of their behaviour on themselves, people significant to the individual, and people working with the individual
5. identify and discuss aspects of their behaviour which concern them, or other people, and the individual's priorities in relation to their behaviour
6. explore with the individual using techniques which recognise the complexity of the situation:
 - 6.1 the advantages of positive change
 - 6.2 their attitudes to offending
 - 6.3 their motivation to change
7. challenge attitudes and behaviour which are abusive, aggressive or discriminatory constructively, whilst taking account of personal safety
8. maintain date records in line with your organisation's requirements

Help individuals to address the offending aspects of their behaviour

9. encourage individuals to value themselves positively and to recognise their strengths and ability to change
10. explore with individuals ways to address and desist from the offending aspects of their behaviour, and the implications of such changes
11. assist individuals to develop realistic and achievable goals, and to identify how and when they should review their progress towards their goals
12. clarify with individuals the support available to them
13. support individuals according to their particular needs, your role and responsibilities, and statutory requirements and organisational practice
14. provide constructive feedback to individuals and reinforce positive changes in their behaviour
15. assist individuals to reflect on their progress and the factors that have contributed to their change in behaviour
16. communicate information required to those who are entitled to receive it

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Knowledge and understanding

You need to know and understand:

Legislative, regulatory and organisational requirements

1. legal and organisational requirements which relate to addressing offending behaviour, and their impact for your area of operations
2. legislation, policies and procedures relating to data protection, health and safety, diversity and their impact for your area of operations
3. the role of your organisation and the services which it provides in relation to supporting individuals in addressing their offending behaviour
4. organisational 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
5. the limits of your authority and responsibility, and the actions to take if these are exceeded

Working within the community justice sector

6. good practice communication techniques relevant to the situation and how to apply them
7. how the role of your organisation and its services relate to other organisations and services in the sector
8. the impact of physical, social, psychological and emotional development upon the behaviour of individuals
9. the impact of crime on victims and their need for protection, respect, recognition and information
10. different ways of encouraging individuals to see the need to change their behaviour and develop the motivation to do so
11. the obstacles to change which may exist for individuals and methods of overcoming them
12. why it is important to help individuals consider the effects of their choices on others and to have ownership of, and be responsible for, the decisions that they make
13. the evidence for the effectiveness of different ways of supporting individuals to change their behaviour and to desist from offending behaviour
14. the ways in which it is necessary to alter communication when working with different individuals and representatives of different organisations
15. the potential ways in which individual's culture and gender might influence your practice

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