

SFJ EC7

Reinforce positive behavioural goals during relationships with offenders



Overview

This standard is about establishing and sustaining effective working relationships with offenders as part of an overall strategy to address their offending behaviour. A key part of this is helping individuals recognise and take responsibility for their behaviour and their obligations to others.

The standard is based on modelling pro-social behaviour. It involves establishing, developing and sustaining working relationships with individuals which reinforce positive behavioural goals.

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 Establish working relationships with offenders which reinforce positive behavioural goals
- 2 Develop and sustain working relationships with offenders which reinforce positive behavioural goals

SFJ EC7

Reinforce positive behavioural goals during relationships with offenders

Performance criteria

Establish working relationships with offenders which reinforce positive behavioural goals

You must be able to:

- P1 obtain and review relevant information, including assessments regarding individuals, and familiarise with their circumstances, behaviour and identified needs before making contact
- P2 identify any required information that is missing, and take the necessary steps to obtain it
- P3 explain your role and responsibilities, and how this relates to the relevant work of others
- P4 identify any potential diversity issues for your relationship with individuals, and take the appropriate actions to resolve these
- P5 explain your objectives and the nature and boundaries of the relationship with individuals
- P6 explore with individuals what they expect from you and your organisation
- P7 engage with the individual and model pro-social behaviour, encourage an open exchange of views, free from discrimination or oppression
- P8 communicate in a manner and at a level and pace appropriate for the individual
- P9 provide constructive feedback to points raised by the individual
- P10 challenge any attitudes and behaviour by individuals which prejudice the rights of others or which are anti-social, whilst taking account of your personal safety

Develop and sustain working relationships with offenders which reinforce positive behavioural goals

You must be able to:

- P11 act as a role model for pro-social behaviour in your workings with individuals
- P12 support individuals according to their particular needs, your role and responsibilities, and statutory requirements and organisational practice
- P13 explore and identify the individual's interests, needs and concerns, identifying factors known to contribute to offending behaviour
- P14 encourage individuals to review their behaviour and interaction with others
- P15 support individuals to practise positive behaviours in a safe and supportive environment
- P16 explore ways of changing attitudes and behaviour which promote inclusion and pro-social behaviour
- P17 agree with individuals relevant and realistic goals, and the actions that they need to take if the goals are to be attained
- P18 provide constructive feedback to individuals and reinforce positive changes in their behaviour
- P19 assist individuals to reflect on their progress and the factors that have contributed to their change in behaviour

SFJ EC7

Reinforce positive behavioural goals during relationships with offenders

-
- P20 assist individuals to find ways to sustain their behaviour change
 - P21 summarise the outcomes achieved where your contact with individuals is to end

SFJ EC7

Reinforce positive behavioural goals during relationships with offenders

Knowledge and understanding

You need to know and understand:

Legislative, regulatory and organisational requirements

- K1 legal and organisational requirements which relate to addressing the behaviour of offenders, 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 the services which it provides in relation to establishing and sustaining effective working relationships with individuals as part of an overall strategy to address offending behaviour
- 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 the limits of your authority and responsibility, and the actions to take if these are exceeded

Working with individuals

You need to know and understand:

- K6 how the role of your organisation and its services relate to other organisations and services in the sector
- K7 the impact of physical, social, psychological and emotional development upon the behaviour of individuals
- K8 different ways of encouraging individuals to see the need to change their behaviour and develop the motivation to do so
- K9 the obstacles to change which may exist for individuals and methods of overcoming them
- K10 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
- K11 the influence that peers can have on the individual
- K12 the impact of the broader social environment on individuals, including areas of material deprivation, crime and the fear of crime, poor housing and poverty
- K13 the evidence for the effectiveness of different ways of supporting individuals to change their behaviour
- K14 the importance of your role as a positive role model to reinforce pro-social behaviour, and ways of monitoring your effectiveness in this
- K15 the different styles and forms of communication that may be appropriate, and the methods for achieving this
- K16 the importance of non-verbal communication, such as body language, and how different cultures use and interpret body language in different ways
- K17 possible barriers to communication, their causes, and ways to overcome them
- K18 the impact of crime on victims and their need for protection, respect,

SFJ EC7

Reinforce positive behavioural goals during relationships with offenders

recognition and information

SFJ EC7

Reinforce positive behavioural goals during relationships with offenders

Developed by	Skills for Justice
Version number	2
Date approved	January 2013
Indicative review date	January 2018
Validity	Current
Status	Original
Originating organisation	Skills for Justice
Original URN	SFJ EC7
Relevant occupations	Probation Officers; Probation Support Officers
Suite	Community Justice
Key words	Pro-social modelling; behaviour; modelling; offender engagement; desistance