

SFJ EC8

Support and encourage individuals in addressing their problematic behaviour



Overview

This standard is about helping individuals who have offended, or are at risk of offending, to understand why aspects of their behaviour might be considered offensive, and the benefits of addressing such aspects. This includes challenging individual behaviour and providing support and encouragement for change. You need to recognise the complex range of factors which may lead to offending and be able to help individuals value themselves and others. Such work may take place opportunistically during ongoing contact with the individual, or occur during more formal interventions.

Problematic behaviour is considered to be anti-social, challenging or offending.

There are two elements

- 1 Help individuals to understand the problematic aspects of their behaviour and associated risks
- 2 Help individuals to address the problematic aspects of their behaviour

Target group

This standard applies to all workers who help individuals to address their offending behaviour, but who may not necessarily hold case management responsibility.

SFJ EC8

Support and encourage individuals in addressing their problematic behaviour

Performance criteria

Help individuals to understand the problematic aspects of their behaviour and associated risks

You must be able to:

- P1 communicate at a pace and level appropriate to the individual, and free of discrimination and oppression
- P2 facilitate an open and constructive exchange of views and information
- P3 assist individuals to reflect on their behaviour, to identify the problematic aspects and the associated consequences
- P4 help individuals to constructively consider the potential impact of their behaviour upon:
 - P4.1 themselves
 - P4.2 the public, including actual and potential victims of crime
 - P4.3 people significant to the individual
 - P4.4 people working with the individual
 - P4.5 property
- P5 identify and discuss aspects of their behaviour that concern them and other people, and establish the individual's own priorities in relation to their behaviour
- P6 offer relevant information and advice on the advantages of positive change, while recognising the complexity of the situation
- P7 explore with the individual their attitudes to offending and their motivation to change
- P8 challenge attitudes and behaviour which are abusive, aggressive or discriminatory, whilst taking account your personal safety
- P9 seek advice and support when team discussion and supervision are needed
- P10 identify where a specialist assessment may be necessary and explain the need for this to the individual

Help individuals to address the problematic aspects of their behaviour

You must be able to:

- P11 help individuals to value themselves positively and to recognise their strengths and ability to change
- P12 explore with individuals accessible ways to address the problematic aspects of their behaviour and the implications of these changes
- P13 assist individuals to make an informed selection of options which they are able to put into practice and to which they are committed
- P14 assist individuals to develop realistic and achievable goals, and to identify how and when they should review their progress towards their goals
- P15 explain to individuals the support available to them
- P16 support individuals according to their particular needs, your role and responsibilities, and statutory requirements and agency practice

SFJ EC8

Support and encourage individuals in addressing their problematic behaviour

- P17 provide feedback to individuals and reinforce positive changes in their behaviour
- P18 assist individuals to reflect on their progress and the factors that have contributed to their change in behaviour
- P19 communicate relevant information within required timescales to authorised parties as per your agency's procedures
- P20 complete records accurately and store them according to agency requirements

SFJ EC8

Support and encourage individuals in addressing their problematic behaviour

Knowledge and understanding

You need to know and understand:

- K1 the impact of physical, social, psychological and emotional development upon the behaviour of individuals
- K2 how equality and inequality can affect people
- K3 the impact of crime on victims and their need for protection, respect, recognition and information
- K4 different ways of encouraging individuals to see the need to change their behaviour and develop the motivation to do so
- K5 the obstacles to change which may exist for individuals and methods of overcoming them
- K6 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
- K7 the evidence for the effectiveness of different ways of supporting individuals to change their behaviour
- K8 the legislation which relates to the work which you undertake, and how you have taken this into account in your work
- K9 any particular factors relating to the agency's policies and practices which have affected the work undertaken
- K10 the ways in which it is necessary to alter communication when working with different individuals and representatives of different agencies
- K11 the ways in which individual's culture and gender influence your practice
- K12 how to apply the principles of equality, diversity and anti-discriminatory practice to your work
- K13 how to evaluate your competence when at work and to decide when further support and expertise are needed

SFJ EC8

Support and encourage individuals in addressing their problematic behaviour

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 EC8

Relevant occupations Youth Offending Team Officer; Youth Offending Team Worker; Youth Justice Officer; Youth Justice Practitioner; Senior Youth Offending Team Officer; Senior Youth Offending Team Worker; Senior Youth Justice Practitioner; Youth Offending Team Manager; Youth Justice Manager

Suite Youth Justice; Resettlement of Offenders

Key words Addressing behaviour; risks; attitude to offending; motivation to change
