

## Plan, monitor and review integrated packages of interventions and support to address individuals' offending behaviour

### Overview

This standard is about planning and coordinating a package of different interventions and methods of support to address individuals' offending behaviour. The package will be designed to meet the specific needs of the individual. Interventions can include formal programmes or more informal approaches. They may be provided by your organisation, by other organisations or by a combination of the two. The packages should be integrated in the sense that the different interventions and support come together in the best possible way to meet the needs of individuals, to manage the assessed level of risk of harm, and which are cost-effective.

This standard is designed to be relevant across a broad range of interventions, including those which enable individuals to address their behaviour, develop skills and knowledge, and integrate within the community. It involves providing advice, guidance and information to individuals to support them in addressing their difficulties, including protection from risk of harm, where appropriate.

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 three elements**

1. Establish the range of interventions and support needed for individuals
2. Plan integrated packages of interventions and support to meet individuals' needs
3. Monitor and review the effectiveness of integrated packages of interventions and support and management of risk of harm

#### **Target group**

This standard is aimed at those who work with individuals to address their offending behaviour.

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## Performance criteria

You must be able to:

### **Establish the range of interventions and support needed for individuals**

1. establish with individuals their rights and responsibilities, and your role and responsibilities
2. communicate using techniques appropriate to the individual and their needs
3. encourage an open exchange of views, minimising any constraints to communication
4. explain to individuals the interventions which are required as a result of the sentence of the court
5. identify the services and facilities which your organisation offers, including your organisation's policy regarding confidentiality of information and its disclosure to third parties
6. encourage individuals to express their needs, preferences, beliefs, opinions and interests, and use these as a basis of interacting with them in the future
7. gather individuals' views on anyone else they would like to involve in the planning
8. explain to individuals the purpose of gaining information regarding their needs and the type of support which is appropriate, including the steps to maintain confidentiality
9. encourage individuals to discuss and explore their difficulties, and to express their feelings and responses to their situation
10. access relevant sources of information on individuals' needs consistent with any agreements made with them, where required
11. discuss with individuals the interventions and support which might meet their needs
12. maintain records in line with your organisation's requirements

### **Plan integrated packages of interventions and support to meet individuals' needs**

13. identify actions designed to address risk factors and enhance protective factors, which promote desistance and will minimise the likelihood of individuals offending/reoffending
14. identify and agree the options available, and explore the advantages and disadvantages of each
15. identify the relevant organisations which might be involved in realising the interventions and support, given the assessment of the needs of individuals, and their expressed personal beliefs and preferences
16. sequence interventions in line with recognised good practice and the needs of the individual

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17. contact the organisations which have been agreed with individuals and discuss with the organisations the role they may have, the benefits this may bring and how confidentiality will be maintained
18. assess the willingness and ability of organisations to work with the individuals to address their difficulties, and determine resources required
19. inform individuals of the organisations willing and able to work with them to address their difficulties, and seek their agreement to proceed with the organisations
20. discuss and agree with the identified organisations the nature of their contribution to the integrated packages of interventions and support, which is consistent with agreements reached with individuals
21. liaise with the relevant organisations, and provide them with necessary information in relation to the individuals' difficulties and levels of support needed

### **Monitor and review the effectiveness of integrated packages of interventions and support and management of risk of harm**

22. monitor how the different interventions and support are progressing
23. communicate with organisations using techniques which promote professionalism and which acknowledge their role as partners
24. confirm that contributions to the integrated packages are coordinated, and that goals, roles and responsibilities are defined, understood and agreed
25. agree with relevant people the review points for the integrated packages, and responsibilities for making these happen
26. take action in response to non-compliance in line with organisational and statutory requirements
27. encourage individuals to take a full and active part in evaluating the effectiveness of the integrated packages, and the different parts within it
28. encourage organisations to offer feedback on progress, the effectiveness of their work, including any difficulties experienced in working with individuals, and their view about their contribution
29. encourage individuals to identify changes in their needs and circumstances and to identify any implications these may have for the integrated packages
30. identify any issues raised and use these to inform discussions about improvements
31. agree modified interventions and support based on evaluation of progress made and risk factors identified

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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 planning, monitoring and reviewing integrated packages of interventions to address the offending behaviour of individuals, 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. key factors which affect individual behaviour, including their physical, social, psychological and emotional development
8. relevant research into the relationships between factors and individuals' difficulties, and evidence of effective practice in addressing these
9. ways of communicating effectively with individuals, and the ways it is necessary to alter communication when working with different individuals and representatives of different organisations
10. the different ways of providing interventions and support to help individuals manage their difficulties and address their offending behaviour
11. other organisations within the statutory, voluntary or independent sector involved in providing interventions and support to individuals, their roles and services, and how to access these
12. methods of identifying and overcoming obstacles to change
13. the range of local support services available to individuals in the community who have difficulties and how to access these
14. strategies for dealing with difficult situations which have a strong emotional impact
15. methods of handling situations where there is the potential for conflict between different individuals
16. why it is important to maintain personal and professional boundaries with

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individuals and methods of doing this

17. the ways in which diversity and discrimination might affect risk assessment and how to guard against this

18. procedures and methods for assessing and managing risk of harm, and risk of re-offending, within the context of your organisation

19. the options for supporting individuals and the reasoning processes you used in determining the most appropriate options

20. methods of evaluating your competence, determining when further support and expertise are needed and the measures taken to improve your competence in this area of work

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