

---

### Overview

This standard is about delivering structured and defined intervention programmes designed to address the likelihood of reoffending by individuals. The programmes can include addressing requirements covering accommodation, education, training and development, health, substance misuse, families, finance, benefits and debt. The programmes will have been developed to address the particular needs of individuals and to manage the risk and protective factors identified by an appropriate assessment process.

The evidence, as is referred to within 'evidence-based intervention programmes' might, for example, be that from research and/or expert advice.

Risk factors include what might increase the risk of the individual

- 1 reoffending
- 2 harming others
- 3 being harmed, either by themselves or 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 Prepare to deliver evidence-based intervention programmes
- 2 Implement evidence-based intervention programmes

## SFJ ED4

### Deliver evidence-based intervention programmes

---

#### Performance criteria

#### **Prepare to deliver evidence-based intervention programmes**

*You must be able to:*

- P1 obtain available and relevant information, including assessments, regarding the individual(s) allocated to the intervention, establishing their identified needs, abilities and any associated development plans
- P2 establish the duration of the intervention, its format, the resources required and how it is to be evaluated
- P3 obtain relevant information regarding the programme, and identify the nature of the intervention and its goals, how it reflects the diversity and individuality of the individual(s) for which it is intended, and how it focuses on their identified risk factors
- P4 identify any others involved in delivering the programme, and ensure that everyone understands the different roles and responsibilities of those involved, together with the nature, format and goals of the intervention programme
- P5 check that actions and timescales are understood and agreed by those with responsibility for delivering the programme
- P6 provide relevant information to the individual(s) allocated to the programme regarding the reason for the intervention, its aims, the timing and location of relevant sessions
- P7 check that individuals understand their responsibilities as participants, including those addressing their behaviour, conduct and conditions of participation, and the likely consequences of their failing to meet these responsibilities
- P8 communicate in a manner, and at a pace, appropriate to the individual,
- P9 refer to the appropriate person any questions which are outside your area of responsibility, or where you have concerns regarding the needs of individuals
- P10 identify and agree the criteria against which the success of the programme will be evaluated, and the methods for monitoring these

#### **Implement evidence-based intervention programmes**

*You must be able to:*

- P11 implement the interventions according to the format and schedule agreed
- P12 recognise and respond to the participation of the individual(s) allocated to the programme, and encourage their achievements
- P13 monitor and assess individuals' behaviour and progress during the programmes' activities, and provide constructive feedback in a manner designed to sustain motivation and enhance learning
- P14 monitor, assess and report upon the intervention's suitability for the participants, identifying any concerns, with associated and reasoned recommendations for action
- P15 maintain a level of discipline and control which enables individuals to learn from the activities

## SFJ ED4

### Deliver evidence-based intervention programmes

---

- P16 respond to non-compliance by individuals in line with organisational and statutory requirements
- P17 identify any problems or changes in circumstances affecting the ability of individuals to participate, and address these in accordance with organisational requirements
- P18 encourage and respond to feedback from participating individuals, and those involved in delivering the programme regarding the intervention, its progress, and ability to achieve its goals
- P19 encourage and assist participating individuals to evaluate and recognise their achievements realised from their participation in the programme
- P20 maintain accurate and up to date records, and make these available to relevant parties involved in delivering the programme, in line with your organisation's requirements

## SFJ ED4

### Deliver evidence-based intervention programmes

---

#### Knowledge and understanding

*You need to know and understand:*

#### Legislative, regulatory and organisational requirements

- K1 legal and organisational requirements which relate to delivering evidence-based intervention programmes, 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 delivering evidence-based intervention programmes tailored to the particular needs and risk factors of individuals
- 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 within the community justice sector

*You need to know and understand:*

- K6 the role of your organisation and its services, and how they relate to those of other organisations and services in the community justice sector
- K7 what is meant by evidence-based interventions
- K8 the ways in which the physical, social, psychological and emotional development and functioning of individuals affects their behaviour
- K9 the purpose of clarifying and confirming with individuals their understanding of the aims and goals of the programme, their responsibilities and the likely consequences of failure to comply
- K10 factors which may influence an individual's motivation and ability to change their behaviour, skills, attitude and beliefs, and ways of building and sustaining individuals' motivation
- K11 the models which underpin evidence-based programmes designed to address the offending behaviour of individuals
- K12 effective methods of working with and promoting individual's interest, and of maintaining control, including how to challenge constructively attitudes and behaviours which are aggressive, abusive or discriminatory
- K13 different approaches and processes involved in group work and in one-to-one work with individuals to reduce the likelihood of re-offending, and why it is important to recognise the impact on all those affected by crime, whether they are direct victims or indirect victims
- K14 methods and approaches that can be used to enforce participation and the steps that you can take where there are indications of non-compliance
- K15 methods of reviewing and evaluating the effectiveness of programmes and the activities contained within them

## SFJ ED4

### Deliver evidence-based intervention programmes

<b>Developed by</b>	Skills for Justice
<b>Version number</b>	2
<b>Date approved</b>	January 2013
<b>Indicative review date</b>	January 2018
<b>Validity</b>	Current
<b>Status</b>	Original
<b>Originating organisation</b>	Skills for Justice
<b>Original URN</b>	SFJ ED4
<b>Relevant occupations</b>	Probation Officers; Probation Support Officers
<b>Suite</b>	Community Justice
<b>Key words</b>	Accredited programme; offending behaviour; risk; offender engagement; desistance