

## SFJ ED7

# Deliver interventions tailored to the particular needs and risk factors of individuals



### Overview

This standard is about delivering structured and defined interventions designed to address the likelihood of offending, or reoffending, by individuals and to promote desistance factors and other strengths. The interventions will have been selected based on the available evidence about their effectiveness, or will have been developed in accordance with the best advice in relation to innovative design.

Risk factors include factors which might increase the risk of the individual:

- 1 Offending/reoffending
- 2 Harming self, others or being harmed by others

#### **There are two elements**

- 1 Prepare to deliver tailored interventions
- 2 Implement tailored interventions

#### **Target group**

This standard is applicable for those with responsibility for delivering tailored interventions for individuals, which are designed to reduce their likelihood of offending/reoffending.

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### Performance criteria

#### Prepare to deliver tailored interventions

*You must be able to:*

- P1 obtain relevant information, including assessments, about the individual(s) subject to the interventions
- P2 establish the individual's identified needs, abilities and any associated development plans
- P3 establish the duration, sequence and format of resources required for the interventions
- P4 consider and choose suitable evaluation methods for the interventions
- P5 obtain relevant information needed to:
  - P5.1 identify the nature of the intervention and its goals
  - P5.2 show how it reflects the diversity and individuality of the individual(s) for which it is intended
  - P5.3 show how it focuses upon their identified risk factors
- P6 identify other people involved in delivering the tailored interventions
- P7 confirm that everyone understands the different roles and responsibilities of those involved, together with the nature, sequence, format and goals of the interventions
- P8 check that actions and timescales are understood and agreed by those with responsibility for the delivery of the tailored interventions
- P9 confirm that the tailored interventions have been designed and developed in accordance with the principles of effective programmes
- P10 provide relevant information to the individual(s) subject to the interventions within agreed timescales, including:
  - P10.1 the reason for the interventions
  - P10.2 the aims
  - P10.3 the timing and location of relevant sessions
- P11 check using appropriate methods that individuals understand their responsibilities as participants, including:
  - P11.1 their behaviour and conduct
  - P11.2 conditions of participation
  - P11.3 the likely consequences of their failing to meet these responsibilities
- P12 communicate appropriately and at a suitable pace with the individual, check for understanding and keep communications free from discrimination and oppression
- P13 refer any questions outside of your area of responsibility to the appropriate person, including where you have concerns about:
  - P13.1 the individual
  - P13.2 the interventions and their suitability
  - P13.3 the individual's willingness and ability to participate
- P14 identify and agree the criteria against which the success of the interventions will be evaluated, including the methods to monitor these

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- P15 provide relevant parties with necessary information within required timescales

#### **Implement tailored interventions**

##### *You must be able to:*

- P16 implement the interventions according to the format, sequencing and schedule agreed
- P17 engage with all individuals allocated to the interventions
- P18 recognise and respond positively to the participation of the individual(s) allocated to the interventions, and encourage their achievements through the use of motivational interviews and other relevant methods
- P19 monitor and assess individuals' behaviour and progress during the activities, and provide constructive feedback designed to sustain motivation and to enhance learning
- P20 follow the planned package of interventions whilst responding as required to the needs and learning styles of the individual(s) participating
- P21 monitor, assess and report on the intervention's suitability for the participants
- P22 identify concerns and offer reasoned recommendations for action
- P23 maintain a level of discipline and control with individuals while enabling them to learn from activities
- P24 respond within required timescales to non-compliance by individuals in line with organisational and statutory requirements
- P25 identify any problems or changes in circumstances affecting the ability of individuals to participate, and address these constructively and within required timescales
- P26 request and respond constructively to feedback from appropriate parties who are subject to or involved in the delivery of the interventions
- P27 assist participating individuals to evaluate and recognise the achievements accomplished through their participation in the interventions
- P28 evaluate the overall success of the interventions in terms of:
  - P28.1 objective and justified conclusions
  - P28.2 associated recommendations for future delivery
- P29 disseminate examples of effective practice to relevant parties through formal and informal channels
- P30 maintain accurate records, and make these available to relevant parties involved in delivering the tailored interventions

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#### Knowledge and understanding

*You need to know and understand:*

- K1 legislation, guidelines of good practice and service standards which relate to interventions and the impact of these on the work being undertaken
- K2 the role of your organisation and its services, and how they relate to other organisations and services in the justice sector
- K3 your organisation's policy and procedures about confidentiality and the disclosure of information to third parties, and the specific circumstances when disclosure may be made
- K4 key practices, concepts and terminology including:
  - K4.1 effective practice
  - K4.2 desistance
  - K4.3 evidence based programmes & interventions
  - K4.4 successful intervention methodologies
  - K4.5 intervention delivery based on a multi-modal model
- K5 the ways that the physical, social, psychological and emotional development and functioning of individuals affects their behaviour
- K6 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
- K7 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
- K8 the models which underpin evidence-based programmes designed to address the problematic behaviour of individuals
- K9 effective methods to work with and to promote an individual's interest
- K10 effective methods of maintaining control, including how to constructively challenge attitudes and behaviours which are aggressive, abusive or discriminatory
- K11 different approaches and processes involved in group and one-to-one work to reduce the likelihood of offending/re-offending
- K12 why it is important to recognise the impact on all those affected by crime, whether they are direct victims or indirect victims
- K13 methods and approaches that can be used to enforce participation and the steps that you can take where there are indications of non-compliance
- K14 methods to review and evaluate the effectiveness of programmes and the activities contained within them
- K15 the principles of effective equality, diversity and anti-discriminatory practice
- K16 your role and responsibilities and who to seek assistance and advice from when necessary

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### Additional Information

#### Glossary

##### Desistance

Desistance from crime refers to the long-term abstinence from criminal behaviour among those for whom offending had become a pattern of behaviour. Some see desistance as a permanent cessation of offending over several years, whilst others take an arguably more fluid definition of desistance, accepting that episodes of re-offending may occur.

(McNeill et al, 2012)

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