
Overview

This standard is about your ability to provide and facilitate group work which involves perpetrators of domestic violence and abuse. Perpetrators on group work will only be those assessed as suited to attend such a programme.

It is recognised that abuse can occur without physical violence, yet can be equally damaging to those affected. Throughout this standard, where the term 'abuse' is used it is taken to include instances also involving physical violence.

For the purposes of this standard, domestic abuse may include instances of sexual violence and abuse in a domestic violence context.

**Performance
criteria**

- You must be able to:
- P1 prioritise objectives and plan group work for perpetrators to make the best use of time and resources
 - P2 ensure that arrangements and resources for group work with perpetrators take into account the safety and well-being of participants
 - P3 agree aims for group work with the perpetrators involved in line with your role and responsibilities
 - P4 ensure that perpetrators who attend group work sessions:
 - P4.1 have been assessed as suitable for group work
 - P4.2 are permitted to attend
 - P5 ensure that those involved in group work understand and agree to abide by rules of confidentiality
 - P6 agree with perpetrators the ground rules for their participation in group work
 - P7 identify potential barriers and concerns of perpetrators and others involved about achieving the aims of group work
 - P8 agree with perpetrators involved in group work:
 - P8.1 how concerns and barriers should be addressed
 - P8.2 criteria to monitor and evaluate the success and impact of group work
 - P9 confirm that others involved in delivering group work understand and are competent for their role
 - P10 ensure all those involved in delivering group work are briefed in advance in line with organisational requirements
 - P11 facilitate group work in line with available guidance, and in ways which:
 - P11.1 encourage full involvement of all perpetrators
 - P11.2 are responsive to the needs of perpetrators
 - P12 challenge any attitudes and behaviours which may propagate the abuse of victims using appropriate communication methods and techniques
 - P13 address any unacceptable behaviour during group work fairly in line with available guidance
 - P14 work with groups of perpetrators, in ways which:
 - P14.1 encourage perpetrators to take control of their behaviour
 - P14.2 support perpetrators to identify actions to achieve control of their

behaviour

- P14.3 encourage individuals to share open and honest feedback about group work
- P15 involve perpetrators in monitoring and evaluating the effectiveness of group work and activities
- P16 identify aspects for group work development with perpetrators involved in line with organisational requirements
- P17 address areas of group work development identified by perpetrators involved
- P18 provide reports to relevant others about perpetrators progress on group work programmes in line with organisational requirements
- P19 maintain accurate and up to date records in line with organisational policies and procedures

Knowledge and understanding

Legislative, regulatory and organisational requirements

You need to know and understand:

- K1 legal and organisational requirements which relate to undertaking group work involving perpetrators of domestic abuse and violence, and their impact for your area of operations
- K2 relevant legislation applicable to your area of work
- K3 relevant others you may need to work with including:
 - K3.1 agencies and organisations
 - K3.2 colleagues
 - K3.3 community representatives
 - K3.4 service users
 - K3.5 stakeholders
- K4 your organisation's role, objectives, remit and services for addressing domestic violence and abuse
- K5 the limits of your authority and responsibility and actions to take if exceeded

Key, general requirements for addressing domestic violence and abuse

You need to know and understand:

- K6 what constitutes domestic violence and abuse, and its prevalence in your local community
- K7 signs of abuse and the methods used by abusers to gain power and control
- K8 the impact of abuse upon all those affected, including victims, survivors, children and dependants
- K9 how children and dependants may be used by abusers as part of their abuse
- K10 how cultural, social and gender related aspects impact upon domestic violence and abuse
- K11 the role of other agencies and organisations who provide support, services and interventions to address domestic and sexual violence and abuse in your area
- K12 multi-agency arrangements for providing support and interventions for victims and survivors in your area

Requirements particular to providing group work

**You need to know
and understand:**

- K13 the relevant assessment processes used in determining perpetrators' suitability for group work and how to apply these
- K14 the limits of assessment processes, and how they are dependent upon the perspective and information available
- K15 acceptance criteria for perpetrators' attendance of group programmes
- K16 sources of information regarding perpetrators with whom you are working and how to access these
- K17 methods of verifying and corroborating information
- K18 how to distinguish between directly observed evidence, evidence from reliable sources and hearsay
- K19 what is meant by group work and the importance of group dynamics in managing such activity
- K20 the importance and limitations of group work in promoting changes in the behaviour of perpetrators of domestic violence and abuse
- K21 the importance of agreeing specified aims for group work
- K22 resources required for group activities
- K23 how to obtain group work resources within budget and time requirements
- K24 the importance of programme design within group work
- K25 potential barriers to effective group working and methods for addressing these
- K26 ways of encouraging-perpetrators to participate and to ask questions
- K27 the importance of monitoring activity for conflict and how to address this
- K28 effective ways of monitoring and evaluating group work activities
- K29 how to involve perpetrators in group work monitoring and evaluation
- K30 methods and techniques for recognising achievement and acknowledging success
- K31 how to provide constructive feedback to perpetrators
- K32 sources of information, guidance and support for:
 - K32.1 facilitating group work
 - K32.2 working with perpetrators

Requirements relating to communicating with perpetrators

**You need to know
and understand:**

- K33 appropriate styles and forms of communication including body language
- K34 how different cultures use and interpret body language in different ways

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- K35 the importance of being aware of your values and beliefs
 - K36 the impact your values and beliefs may have when working with victims, survivors and perpetrators
 - K37 how to challenge discriminatory or potentially damaging attitudes and behaviour and the importance of doing so
 - K38 possible barriers to communication including:
 - K38.1 their causes
 - K38.2 ways to overcome them
 - K39 sources of support and supervision available to you as a practitioner
 - K40 when support may be required and how to access it
 - K41 the limits of confidentiality applying when dealing with perpetrators
 - K42 people who are entitled to relevant information
 - K43 circumstances where it is necessary to inform others about perpetrators including when you have concerns for the safety of others due to perpetrator's behaviour

Developed by	Skills for Justice
Version number	2
Date approved	December 2013
Indicative review date	December 2018
Validity	Current
Status	Original
Originating organisation	Skills for Justice
Original URN	SFJ EF202
Relevant occupations	Independent Domestic Violence Advisor (IDVA); Crisis Worker; Refuge Worker
Suite	Preventing and addressing domestic violence and abuse
Key words	sexual; individual; group work; group dynamics; programme; behaviour; attitude; address; facilitation