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**Overview**

This standard is about making sure that individuals' rights are protected whilst maintaining restrictions on their liberty.

It also covers protecting equal opportunities and diversity in individual and social characteristics as well as values and beliefs.

**Target Group**

This standard applies to all operational staff involved in the restriction of individuals' liberty.

**Performance**

**criteria**

**You must be able to:**

- P1 provide relevant people with information they need to maintain restrictions on liberty within organisational timescales
- P2 carry out reviews of restrictions on individuals' liberty in accordance with legal requirements and your organisation's procedures
- P3 allocate a security category to individuals in accordance with your organisation's procedures
- P4 protect the rights of all individuals in your care in accordance with your organisation's procedures
- P5 check individuals understand their rights and responsibilities within the custodial environment
- P6 give individuals information regarding decisions they may need to make in accordance with your organisation's procedures
- P7 support individuals when they are unable to exercise their rights in accordance with your organisation's procedures, and:
  - P7.1 when they are unable to carry out their responsibilities
- P8 complete all required records in accordance with your organisation's procedures
- P9 promote anti-discriminatory practice in line with legal requirements and your organisation's procedures
- P10 seek support when you have difficulty implementing equality and diversity in accordance with your organisation's procedures

**Knowledge and understanding**

**You need to know and understand:**

- K1 standards of security awareness appropriate to your role and how to apply them
- K2 types of information that will help other people to maintain restrictions on individuals' liberty
- K3 the importance of security awareness and how it is relevant to your job
- K4 types of potential breaches to restrictions on individuals' liberty and how to respond to these
- K5 how to assess the risks associated with possible breaches to the restrictions on individuals' liberty
- K6 individuals' rights conferred by Human Rights laws
- K7 individuals' responsibilities in society and in the custodial environment
- K8 behaviour that recognises individuals' rights, responsibilities and diversity
- K9 the benefits of diversity within your organisation
- K10 processes of effective communication and how to apply them
- K11 how to obtain information on restrictions to individuals' liberty and validate it
- K12 the types of support individuals may require to exercise their rights and how to provide this
- K13 tensions which may arise between rights and responsibilities and how to resolve these
- K14 relevant legal and organisational requirements and how to identify infringements
- K15 the information individuals may need to make complaints about infringements of their rights
- K16 anti-discriminatory practice and how to promote it
- K17 how to deal with discriminatory practices within the limits of your authority
- K18 who to share information with when discrimination of individuals is suspected
- K19 the range of values and beliefs which individuals may hold and how to recognise these

- K20 how to act according to individuals' values and beliefs
- K21 the importance of taking action to minimise the impact of discrimination and how to do so
- K22 records concerning protecting the rights of individuals' and how to complete them

## Additional Information

### Glossary

**Relevant people** can refer to individuals, others relevant or significant to individuals, staff in your own agency including investigating teams or staff from other agencies.

**Organisational procedures** can include prison service instructions, prison policies, legislative policies and any other policies and procedures used across custodial care in the UK.

SFJFB1

## Protect individuals' rights whilst maintaining restrictions on their liberty

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**Relevant occupations** Associate Professionals and Technical Occupations; Protective Service Occupations

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**Suite** Custodial Care

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