

SFJGC103

Implement activities to address the risk of serious harm posed by individuals



Overview

This unit is about implementing activities, in line with agreed risk management plans, towards minimising the risk of serious harm posed by individuals. Such activities, or interventions, can include those which address requirements covering accommodation, education, training and development, health, substance misuse, families, finance, benefits and debt. The activities will have been identified to address the particular needs of individuals and to manage the risk of serious harm posed by such individuals as identified by an appropriate assessment process.

There are two elements:

- 1 Prepare to implement the activities
- 2 Implement activities in line with the risk management plan

Target Group

This unit is applicable for those with responsibility for delivering activities/interventions which are designed to address the risk of serious harm posed by individuals.

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Performance criteria

Prepare to implement the activities

You must be able to:

- P1 review the risk management plan for the individual, and identify all available and relevant information, including assessments, regarding the individual(s) allocated to the intervention, establishing the nature and level of risk posed by the individual
- P2 establish the activity(ies) required, their format, how it focuses upon the identified risk factors for the individual, its goals, the resources required and how the intervention is to be evaluated
- P3 identify any others involved in delivering the activity(ies), and ensure that everyone understands the different roles and responsibilities of those involved, together with the nature, format and goals of the intervention
- P4 ensure that all actions and timescales are understood and agreed by those with responsibility for delivering the activity(ies)
- P5 provide all relevant information to the individual(s) implementing the activity(ies) regarding the reason for the intervention, its aims, the timing and location of relevant activity(ies)
- P6 ensure 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
- P7 communicate in a manner, and at a pace, appropriate to the individual, checking for understanding, and free from discrimination and oppression
- P8 refer promptly to the appropriate person any questions which are outside your area of responsibility, or where you have concerns regarding the individuals, including whether the intervention is suited to addressing the risk of serious harm posed by the individual, and their willingness and ability to participate
- P9 identify and agree the criteria against which the success of the activity(ies) will be evaluated, and the methods for monitoring these
- P10 ensure that all relevant parties are provided with all necessary information

Implement activities in line with the risk management plan

You must be able to:

- P11 ensure that the activity(ies) is implemented according to the format and schedule agreed within the risk management plan
- P12 recognise and respond positively to the participation of the individual(s) allocated to the programme, encouraging their achievements
- P13 monitor and assess individuals' behaviour and progress during the activity(ies), providing constructive feedback in a manner designed to

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- sustain motivation
- P14 monitor, assess and report upon the activity's suitability towards addressing the risk of serious harm posed by the individual, identifying any concerns, with associated and reasoned recommendations for action
- P15 maintain the level of discipline and control within the activity(ies) appropriate to addressing the identified risk of serious harm
- P16 respond promptly to non-compliance by individuals in line with organisational and statutory requirements
- P17 identify promptly any problems or changes in circumstances affecting the level and nature of risk identified, and address these constructively and correctly
- P18 encourage feedback from participating individuals, and those involved in delivering the intervention regarding the activity(ies), its progress, and ability to achieve its goals, and respond to this feedback appropriately
- P19 encourage and assist participating individuals to evaluate and recognise their achievements realised from the activity(ies)
- P20 evaluate the overall success of the activity(ies), framing objective and justified conclusions and associated recommendations regarding any future interventions
- P21 disseminate examples of effective practice to relevant parties
- P22 maintain complete, accurate and up to date records, and make these available to all relevant parties involved in implementing the activity(ies)

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Knowledge and understanding

You need to know and understand:

Legislative, regulatory and organisational requirements

- K1 legal and organisational requirements and guides relevant to implementing risk management plans which address the risk of serious harm posed by individuals, including the statutory responsibilities towards young people, and the impact of these on your work
- K2 legislation, policies and procedures relating to human rights, data protection, health and safety, diversity and their impact for your area of operations
- K3 the role of your organisation and its services relating to public protection and dealing with individuals posing a risk of harm to others
- K4 the role of the principal agencies involved in public protection, and multi-agency arrangements towards addressing individuals posing a risk of harm, in your area
- K5 the limits of your authority and responsibility, and the actions to take if these are exceeded

Requirements particular to implementing activities in line with risk management plans

You need to know and understand:

- K6 the importance of risk management plans, the factors which they need to address, and how to implement such plans
- K7 the principles of risk-led practice based upon specific descriptions of risk in terms of behaviour and circumstances
- K8 sources of relevant information regarding individuals and how to access these
- K9 methods of verifying and corroborating the information required
- K10 how to distinguish between directly observed evidence, evidence from reliable sources and hearsay
- K11 how to distinguish between prejudice and opinions that are backed by evidence
- K12 key risk factors for serious offending, including the number of previous convictions, the nature of any current offence, patterns of harmful behaviour, and drug/alcohol abuse
- K13 the ways in which diversity and discrimination might affect risk assessment and management and how to guard against this
- K14 multi-agency arrangements including their definitions and associated actions
- K15 national and local resettlement/reintegration strategies and their impact for implementing intervention plans
- K16 the ways in which the physical, social, psychological and emotional development and functioning of individuals affects their behaviour

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- K17 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 any failure to comply
- K18 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
- K19 other organisations involved in the resettlement/reintegration of individuals, their roles and services, and how to access these
- K20 the principal types of activities/interventions available in addressing the risk of serious harm posed by individuals, and their relative advantages and disadvantages
- K21 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
- K22 methods and approaches that can be used to enforce participation and the steps that you can take where there are indications of non-compliance
- K23 methods of reviewing and evaluating the effectiveness of programmes and the activities contained within them
- K24 case registration and management procedures used within your organisation and your responsibilities within these
- K25 key factors which affect individual behaviour, including their physical, social, psychological and emotional development
- K26 common indicators that an individual may have problems relating to their mental health which are impacting adversely upon their behaviour, and the appropriate actions to take where you observe such indicators
- K27 agencies to which the individual might be referred for help and support with their mental health, and the procedures for progressing such referrals
- K28 the impact of crime upon victims/survivors/witnesses and their need for protection, respect, recognition, information and confidentiality
- K29 the importance of safeguarding children and vulnerable persons at risk of serious harm from individuals, and the actions to take where such risk is identified
- K30 the problems that individuals may face with their resettlement/reintegration, and strategies for addressing these
- K31 the range of available options for supervision and management of individuals in the community

Requirements relating to communicating with individuals

You need to know and understand:

- K32 different styles and forms of communication that may be appropriate, including the importance of non-verbal communication, such as body language, and how different cultures use and interpret body language in

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- different ways
- K33 possible barriers to communication, their causes, and ways to overcome them
- K34 the importance of being aware of your own values and beliefs, and their impact upon your ability to explore discriminatory or potentially damaging attitudes and behaviour
- K35 limits of confidentiality applying when dealing with individuals being assessed, and the circumstances when it is necessary to inform others including where you have concerns for the safety of others due to the individual's behaviour, and the persons who are entitled to relevant information

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