SFJ HF32
Establish objectives for initiatives and resources to address risks of offending

Overview

This standard is about establishing objectives and plans for your organisation. It covers initiatives and the use of resources to manage risks associated with offending/reoffending. These will be the context of and in line with your organisation's overall strategy and aims.

Target group

This standard is applicable to senior managers with responsibility for establishing their organisation's objectives in managing risks associated with offending/reoffending.

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Performance criteria

You must be able to:

P1   establish an achievable vision which sets out what your organisation is seeking to achieve to manage the risks associated with offending/reoffending

P2   identify and prioritise objectives to manage risk in the community which are consistent with your organisation's overall objectives and responsibilities

P3   identify and justify a prioritisation of the target groups that your organisation wishes to address

P4   develop and assess strategic options to achieve objectives

P5   agree a strategy which builds on preferred options and sets out specific and relevant objectives

P6   identify key performance measures, and methods for monitoring and evaluating the strategy

P7   seek out opportunities to improve performance

P8   identify the actions and resources required to implement the agreed strategy, within a timescale for undertaking the actions identified

P9   balance the needs and expectations of key stakeholders and win their support

P10   explore and assess the opportunity for possible partnerships and affiliations to achieve the strategies and objectives

P11   delegate responsibility for achieving the strategic aims and allocate resources effectively

P12   identify measures and methods for monitoring and evaluating the plan

P13   communicate the strategy accurately to relevant people

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Knowledge and understanding

You need to know and understand:

K1   legal, regulatory and ethical requirements, including their local, social and political context, impacting upon the management of risk of offending/reoffending in the justice sector

K2   the concerns of the community served by your organisation in relation to the offending/reoffending of individuals

K3   national and local targets and strategies relating to managing risks associated with offending/reoffending

K4   the importance of short, medium and long-term planning to the success of your organisation

K5   the principles of strategic management and planning

K6   what a written strategic plan should cover

K7   the risk profile associated with the community served by your organisation

K8   how to identify potential risks, or barriers, which reduce the likelihood of achieving objectives

K9   how to develop strategic objectives which are SMART (Specific, Measurable, Achievable, Realistic and Time-bound)

K10 how to delegate responsibility and allocate resources to support a strategic plan

K11 the importance of consulting with colleagues and other stakeholders during the development of the plan and how to do this

K12 how to develop measures and methods for monitoring and evaluating performance against the strategic plan

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