

SFJHF36

Develop risk management plans that address the risk of serious harm posed by individuals, in line with agreed strategy



Overview

This standard is about developing risk management plans aimed at minimising the risk of serious harm posed by individuals. The development of the plan will be in line with your organisation's strategy for managing the risks posed by individuals, with the plan establishing particular requirements relating to particular cases. It involves working with all relevant agencies and agreeing plans with clear objectives, accountabilities and milestones.

There are two elements

- 1 Confirm with the individual the areas of risk and associated factors to be addressed
- 2 Agree risk management plans that address identified risk factors for individuals

Target Group

This standard is applicable to those involved in developing risk management plans in cooperation with other agencies.

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Performance criteria

Confirm with the individual the areas of risk and associated factors to be addressed

You must be able to:

- P1 review all relevant details regarding the individual, including the outcome of assessment(s), the nature of the offence(s) committed and the risk of serious harm posed
- P2 explain clearly to the individual the impact of the risk and protective factors identified regarding their behaviour
- P3 identify the identified triggers of their problematic behaviour, and actions that might be appropriate towards addressing these
- P4 identify and agree with the individual those areas of risk to be targeted, and agree objectives to be addressed in a risk management plan
- P5 identify and record any external and internal controls that need to be implemented
- P6 identify and agree those protective factors to be strengthened
- P7 ensure that your analysis is justified and defensible, with a clear rationale for your conclusions and associated recommendations
- P8 communicate effectively to relevant persons promptly where you identify real and particular concerns regarding the risk of harm by the individual to others and/or themselves

Agree risk management plans that address identified risk factors for individuals

You must be able to:

- P9 identify those agencies appropriate to contributing to plans aimed at managing the risk posed by the individual
- P10 review the factors contributing to the risk of harm posed by the individual according to their priority towards minimising the level of risk posed
- P11 agree with all relevant stakeholders the risk factors to be addressed and the objectives for the risk management plan
- P12 explore the options towards addressing the risk factors identified
- P13 identify future situations based upon a realistic assessment of the options available and the nature of the risks to be addressed, and agree with relevant stakeholders the preferred way forward
- P14 agree the actions to be undertaken, ensuring that these are defensible, measurable, achievable and realistic, and in line with the agreed objectives, and commensurate with the level of risk posed
- P15 determine correctly where specialist assistance is required to provide appropriate interventions, and take the consequent actions, in line with your organisation's procedures
- P16 ensure that procedures are in place to monitor and review the assessed risk, with a frequency appropriate to the level of risk identified
- P17 maintain complete, accurate and up to date records, in line with your

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organisation's procedures

P18 communicate the plan to all relevant stakeholders, maintaining confidentiality in line with your organisation's procedures

P19 ensure that the risk management plan is in line with your organisation's strategy for managing the risk of harm posed by individuals

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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 developing risk management plans, 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 developing 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 develop such plans
- K7 the principles of risk-led practice based upon specific descriptions of risk in terms of behaviour and circumstances
- K8 approaches to risk assessment, how to use these and their relative advantages and disadvantages, including their importance in removing the potential for prejudice and bias
- K9 sources of relevant information regarding individuals and how to access these
- K10 methods of verifying and corroborating the information required
- K11 how to distinguish between directly observed evidence, evidence from reliable sources and hearsay
- K12 how to distinguish between prejudice and opinions that are backed by evidence
- K13 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
- K14 the ways in which diversity and discrimination might affect risk assessment and management and how to guard against this
- K15 multi-agency arrangements including their definitions and associated actions
- K16 national and local resettlement/reintegration strategies and their impact for developing intervention plans
- K17 other organisations involved in the resettlement/reintegration of

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- individuals, their roles and services, and how to access these
- K18 the principal types of interventions available and their relative advantages and disadvantages
- K19 case registration and management procedures used within your organisation and your responsibilities within these
- K20 key factors which affect individual behaviour, including their physical, social, psychological and emotional development
- K21 the impact of crime upon victims/survivors/witnesses and their need for protection, respect, recognition, information and confidentiality
- K22 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
- K23 the information and protocols required to plan resettlement/reintegration effectively and the types of advice likely to be required
- K24 the problems that individuals may face with their resettlement/reintegration, and strategies for addressing these
- K25 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:

- K26 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 different ways
- K27 possible barriers to communication, their causes, and ways to overcome them
- K28 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
- K29 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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