

## SFJ EC1 - SQA Unit Code H4RS 04

### Support and encourage individuals in addressing their offending behaviour



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#### Overview

This standard is about helping individuals who have offended to understand why aspects of their behaviour might be considered offensive, and the benefits of addressing such aspects. This includes challenging behaviour and providing support and encouragement for change. You need to recognise the complex range of factors which may have led to offending and be able to help individuals value themselves and others.

In working with offenders you are expected to consistently display the skills of pro-social modelling, offender engagement and professional judgment to encourage offenders to desist from their offending behaviour and to reduce the risk of re-offending.

#### **There are two elements**

- 1 Help individuals to explore aspects contributing to their offending behaviour
- 2 Help individuals to address the offending aspects of their behaviour

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### Performance criteria

#### Help individuals to explore aspects contributing to their offending behaviour

*You must be able to:*

- P1 communicate in a manner appropriate to the individual, and which is free from discrimination and oppression
- P2 encourage an open exchange of views and information
- P3 encourage individuals to reflect on their behaviour, to identify the offending aspects and their consequences on the public, including actual and potential victims
- P4 encourage individuals to consider the potential impact of their behaviour on themselves, people significant to the individual, and people working with the individual
- P5 identify and discuss aspects of their behaviour which concern them, or other people, and the individual's priorities in relation to their behaviour
- P6 explore the advantages of positive change in a manner which recognises the complexity of the situation
- P7 explore with the individual their attitudes to offending and their motivation to change
- P8 challenge constructively attitudes and behaviour which are abusive, aggressive or discriminatory, whilst taking account of personal safety
- P9 seek advice and support when team discussion and supervision are appropriate
- P10 maintain accurate and up to date records in line with your organisation's requirements

#### Help individuals to address the offending aspects of their behaviour

*You must be able to:*

- P11 encourage individuals to value themselves positively and to recognise their strengths and ability to change
- P12 explore with individuals ways to address the offending aspects of their behaviour and the implications of such changes
- P13 assist individuals to develop realistic and achievable goals, and to identify how and when they should review their progress towards their goals
- P14 clarify with individuals the support available to them
- P15 support individuals according to their particular needs, your role and responsibilities, and statutory requirements and organisational practice
- P16 provide constructive feedback to individuals and reinforce positive changes in their behaviour
- P17 assist individuals to reflect on their progress and the factors that have contributed to their change in behaviour
- P18 communicate relevant information to authorised parties

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### Knowledge and understanding

*You need to know and understand:*

#### Legislative, regulatory and organisational requirements

- K1 legal and organisational requirements which relate to addressing offending behaviour, and their impact for your area of operations
- K2 legislation, policies and procedures relating to data protection, health and safety, diversity and their impact for your area of operations
- K3 the role of your organisation and the services which it provides in relation to supporting individuals in addressing their offending behaviour
- K4 the organisation's policy and procedures regarding confidentiality of information and the disclosure of information to third parties, and the specific circumstances under which disclosure may be made
- K5 the limits of your authority and responsibility, and the actions to take if these are exceeded

#### Working within the community justice sector

*You need to know and understand:*

- K6 the impact of physical, social, psychological and emotional development upon the behaviour of individuals
- K7 the impact of crime on victims and their need for protection, respect, recognition and information
- K8 different ways of encouraging individuals to see the need to change their behaviour and develop the motivation to do so
- K9 the obstacles to change which may exist for individuals and methods of over coming them
- K10 why it is important to help individuals consider the effects of their choices on others and to have ownership of, and be responsible for, the decisions that they make
- K11 the evidence for the effectiveness of different ways of supporting individuals to change their behaviour
- K12 the ways in which it is necessary to alter communication when working with different individuals and representatives of different organisations
- K13 the potential ways in which individual's culture and gender might influence your practice

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**Suite** Community Justice

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