

TRAINING NEEDS



PLAN TO ADDRESS

HOW THIS WILL HELP THE REGISTRY

TIMESCALE

<p>To further consolidate work completed on an on going basis since 2007 in the practice and delivery of Sex Offender Treatment Programmes</p>	<p>-To participate in on going supervision and planning during the course of each programme this will include evaluating my own practice in a critical way and being open to challenge regarding my approach and that of my co-worker.</p> <p>-To continue to run the Induction and Better Lives Programmes and to use the Peer Mentoring process and supervision by Manager of Programme to ensure that the Therapeutic Model of the programmes is adhered to appropriately-this will include some use of recording and live supervision by Area Manager</p>	<p>DO THESE JOBS?</p> <p>To develop my practice and to ensure that I challenge myself and others in a respectful manner and to ensure that I do not become complacent or "stuck". To ensure I continue to be "aim aware" in my practice.</p>	<p>On going from 2014 until 2016 (4 groups)</p>
<p>To continue to train and to keep myself familiar with models of assessment, research and treatment in relation to work with sex offenders to protect the</p>	<p>Complete Stable and Acute Updated Training-20/02/14-22/02/14. To use these models in the supervision of my clients to assist in the development of treatment</p>	<p>This has as stated, helped me to prioritise areas of work and to enable me to recognise risk of reoffending and to focus on the clients most likely to reoffend</p>	<p>By February 2014 and on going practice until 2017</p>

<p>public and to reduce offending-</p> <p>To continue to work with related agencies to address risk and to work with high risk offenders by using a range of assessment tools and innovative ways of engagement</p>	<p>targets.</p> <p>Complete Aim Training in relation to Juvenile Offenders- October 2014 (3 days )</p>	<p>This will assist me in my work with juvenile clients and it will provide me with a framework to address offending in a systemic way including other related professionals</p>	<p>By October 2014 and on going practice</p>
<p>Become familiar with Research, What Works? and relevant literature in relation to the assessment and treatment of high risk cases</p>	<p>Complete updated Risk of Serious Harm Training and keep myself familiar with relevant developments in this area by reading and consultation. This will not only include sex offenders but other generic high risk</p> <p>Attend Nota events, read relevant journal articles and evidence this in my practice- on going from 2014 until 2017.</p>	<p>This will improve my knowledge base and increase my confidence in my decision making in relation to risk</p>	<p>By March 2017</p> <p>On going 2014-2017</p>

<p>-Explore more innovative ways of working with clients in groups and individual basis</p>	<p>Attend Workshop conducted by Geese Theatre Company- 2/12/14 Attend workshop and familiarise myself with Reading Rooms Initiative 12/12/16</p>	<p>This has helped me to be more daring and to use Psychodrama as an approach in my group work. This is a really positive way of engaging clients who find it difficult to express themselves. I have also used the Prison Arts Foundation as a way of engaging my clients in the areas of art and creative writing.</p>	<p>December 2014 December 2016 and ongoing practice</p>
<p>Complete Respectful Relationships Training and build on my existing practice base in the area of work with domestic violence perpetrators</p>	<p>Completed 07/04/14 and utilised with many male clients since on ongoing basis where appropriate until 2017.</p>	<p>This is a useful approach with medium to low risk domestic violence clients</p>	<p>By April 2014 and ongoing practice</p>
<p>Signed (Registrant) </p>			
<p>Signed Line Manager/Mentor (if available) </p>			

# PRTL Submission Form

Full name: [REDACTED]

Justice

Employer name (if in employment): [REDACTED]

Registration Number [REDACTED]

## Summary of Work Role (maximum 500 words)

Total words:

I qualified as a Social Worker [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

As all of my training over the last 3 years has taken place in my role in Justice [REDACTED]! I will focus on this in discussing my Social Work Role to date.

I transferred to [REDACTED] an Intensive Unit [REDACTED] Team in 2012 [REDACTED]

In my most recent role I have been involved in the supervision and on going treatment of high risk offenders with violent and sexual convictions who are subject to statutory supervision.

I am also involved in the completion of court reports for both the Magistrates Court and the Crown Court and these reports tend to include more serious offences where risk of harm is at a higher level. These cases are often contentious and assessments for the compilation of court reports, can be challenging as they often involve possible deprivation of liberty for the offender and they are subsequently often contested by the clients legal representatives.

I also deliver the Community Sex Offender Groupwork Programme with a fellow team member and Co worker. I engage in regular supervision with my line manager and an Area Manager responsible for the delivery of the programme. In addition whilst the programme is running I engage in weekly peer planning and support meetings with my Co worker.

**It is during these sessions that I am encouraged to reflect on my practice and to contribute to feed back which will support my Co worker and enable the work to be completed. The group work process is a combination of on going assessment (which by its nature is dynamic ) and therapeutic engagement. It can be difficult to stay on task and to manage some of the more complex group issues. The influence of peer supervision is very powerful and helpful and it allows both reflection and review in a safe environment where new things can be tried out and information shared .**

**In all aspects of my work I seek to keep myself informed of new changes in practice and I am aware of the need to improve my knowledge and skills .I never cease to be surprised about the many challenges to my values which can take place and how particular clients and types of offences can trigger different emotional responses. This highlights the need to be self aware and to be open to discussing these situations when they arise , both in supervision and with my colleagues in the team.**

**A considerable amount of my work involves protection of the public and involves a wide range of other Professionals and Networking is an essential part of my work .**

**I enjoy all aspects of my work despite the challenges. I believe that my strengths lie in my ability to be caring, fair and honest with my client group, even when I am feeding back difficult things. I believe that I work in a manner which nurtures a sense of positive regard promoting Social Work values and ethics.**



## PRTL Submission

**Personal Statement (page 1) (Maximum 1500 words):**

*This should demonstrate that you have evaluated your learning and describe how you met standards 3 and 4. Additional space is provided on pages 20 and 21.*

Total words: 1306

### Example of PRTR Activity-Assessing Significant Risk Of Causing Serious Harm

*The organisation*  
 In 2016 [redacted] were in the process of reviewing their Risk of Serious Harm Procedures, which influence how we assess serious risk pre court with our offenders and how we then manage this risk in the community post sentence. During this review period [redacted] consulted with Professor Hazel Kemshall, De Montfort University Leicester and I had access to some of the workshop material she presented to [redacted] Managers in December 2016. This made interesting and helpful reading as it coincided with a case I was working on at the time. In March 2017 [redacted] *The Organisation* launched revised Significant Risk of Serious Harm Training based on the consultation process with Professor Kemshall and I also attended this training. I would like to discuss a case and some of the dilemmas I experienced in assessing Significant Risk of Serious Harm. In this discussion I will refer to some of the work of Professor Kemshall and how it influenced me altering my assessment assisted by the input of an inter agency Risk Management Meeting.

*the Organisation*

Mr D was a 56-year-old man with a range of health problems. He lived alone, having been excluded from the family home when his offences came to light. I met with him to commence an assessment for a pending Crown Court report in relation to a catalogue of serious sexual offences committed against his daughter over a period of 4 years. His daughter was now an adult. The offences included Rape and Intentional Sexual Touching In order to tune into this case I carried out extensive reading in relation to the case details and I consulted with Social Services, the PSNI, the PPS, some members of his family, his G.P. and a Psychiatrist. In addition, I had access to his previous criminal convictions. When I met with Mr D he was in my opinion cooperative on the surface. However I

believed he struggled to discuss many aspects of the offences. He stated that he was pleading guilty, but he could not recall a great deal of what he did to his daughter. I remember finding this extremely frustrating as I had found the court papers difficult to read in that they triggered a range of emotions and I had struggled with the detail regarding what he had done to his daughter. While he had pleaded guilty Mr D appeared to feel that this excused him to a degree and he stated that he did so to prevent his daughter facing further humiliation in the witness box.

He was able to express a level of remorse but his refusal to go into detail about what he did made me sceptical regarding how genuine his remorse actually was. Moreover I recall feeling rather impatient regarding the fact that he appeared to talk a lot about his physical condition and this often took a primary focus in the interview rather than the victim. In November 2016 an inter agency Risk Management Meeting was called to discuss the issue of Significant Risk of Serious Harm in this case and the decision was that Mr D fell into this category. This was based on a range of reasons but it was influenced by his apparent lack of victim awareness, the callous and premeditated nature of his offending and other factors related to victim trauma and the offence itself. I recall at the time having some slight doubts regarding this assigned risk category however, I feel I was swayed, at least in part, by my emotional response to the offences.

The case came to court in January 2017 and I was advised that Mr D's Defence Team were contesting the [redacted] assessment and were calling in an Expert Witness. Initially I recall feeling taken aback and rather punitive towards the client and I addressed this during supervision. I also accepted that this was an unprofessional stance. I came to the conclusion that although I felt I was being objective in my assessment, I had become heavily influenced by the detail of the offences and a level of disgust, which had in turn influenced the objectivity of my assessment. I decided to use the time while I was waiting on the report of the Expert Witness, to further read Professor Kemshall's work and try to look at my assessment in a more objective manner as I had to a level influenced the decision of the Risk Management Meeting. I also discussed this in Supervision with my [redacted] Manager

What emerged from my reading was that while the present offence met the risk of serious harm criteria, the risk of this harm being repeated was not significant for the following reasons;

- There was no established pattern of other serious/sexual offending
- The offences took place a significant time ago and Mr D would have had the opportunity to offend and he did not do so
- There were significant gaps in the criminal record and a clear de-escalation in offending prior to these offences.
- There were some protective factors and an absence of addictions and other

impulsive traits.

- The offences took place in one context only and it would be difficult for Mr D to replicate a similar setting in future without detection
- There was evidence of an absence in the case of what Professor Kemshall calls Precipitating and Perpetuating factors which can increase risk.
- Mr D was saying he was willing to address his sexual offending by engaging in treatment

When the report of the Expert Witness was available it also evidenced a great deal of what I had decided following my reading. In addition to the above it evidenced that Mr D had been more open with the Expert and had taken considerably more responsibility for his offending. It also documented that he had expressed apparent genuine victim empathy.

While it would have been easy to adopt a sceptical response to this, I felt it important to respect the findings of another Professional and to accept that assessments are not "set in tablets of stone", but they can change based on the findings of others. I also had to accept that whilst my assessment had validity the Expert witness might have been more qualified than me in some areas. Moreover I accepted that it is possible for a client to present differently to other professionals and to be more motivated over time.

This fresh look at the case prompted another Risk Management Meeting when these points were discussed and the risk status was revisited. It was decided that Mr D was not now assessed as being a Significant Risk of Causing Serious Harm This was fed back to and agreed by the court. It is important to stress that this does not mean that Mr D was not deemed to be a risk of harm, but that the risk of a repeat offence was not deemed significant.

In conclusion, this piece of work and related reading has, in my opinion, sharpened my ability to assess risk and I feel that demonstrates my ability to be a reflective practitioner. It also reinforces the need, at times, to revisit assessments in the light of new information or challenge even though this may be difficult and it may involve a change of opinion. It has taught me that risk of harm must go beyond offence detail, regardless of how disturbing this may present.

It has emphasised the need for good supervision in these difficult cases where emotions can be heightened due to feelings about the victim and offence detail and this in turn may adversely influence objective assessment.

In the future I will use supervision more appropriately in such cases when I feel that personal feelings may be clouding my judgement. I will continue to use the work of Professor Kemshall to inform my practice. She outlines a Four Pillars Model of intervention, which is a useful way of addressing risk and helping such offenders



to address their behaviour, whilst not losing sight of the need for monitoring and supervision.

Finally, I would like to discuss how this piece of work could have influenced the Client as a Service User. First of all if Mr D was to have retained his Significant Risk of Serious Harm Status he would on release be subject to a much more intensive form of supervision which would have impacted on his personal freedom. It would also limit options open to him in custody. This might include him having to reside in a ██████████ Hostel on release with curfews etc. While he will continue to be subject to monitoring and supervision on release, he will have a wider choice regarding how he lives his life. He was given the message that Professionals can change their opinion and this can be a powerful intervention in terms of the power and control we can exercise over clients. My belief is that change is possible and I feel I gave the client this important message, which in turn could have important impact on his self-esteem.

This work reminded me about the vast amount of control we have over our clients lives and that while initially I feel I had to a degree "lost face" it was essential that I reviewed my position.

In a case like this the court is also a Service User and I was concerned about how the Judge would view my change of opinion - would he think I had wasted the court's time? I was informed that he was reassured by the time taken to review the case by all concerned and that it was a right and fair approach.


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**PRTL Submission**  
**Summary of PRTL Activities**

Date	Duration (hours)	Brief description of activity
20/02/14- 21/2/14	15 hours	Training in the delivery and application of the risk assessment tools Stable and Acute including recent research findings in the treatment and assessment of sex offenders
07/04/14	4 hours	Training in the delivery of the Respectful Relationships Programme to be conducted with medium to low risk offenders who are domestically abusive
08/04/14	2 hours	Planning/ Supervision meeting in relation to the delivery of the Community Sex Offender Group work Programme
14/05/14	2 hours	Supervision Session in relation to the Community Sex Offender Group work Programme
9/06/14 23/06/14	4 hours 2 hours	Staff Meeting to focus on operational matters/Business Plan Team Meeting
8/07/14	1 hour	Practitioner Meeting in relation to the delivery of the Integrated Domestic Abuse Programme
11/08/14	1 hour	Practitioner Meeting in relation to the delivery of the Integrated Domestic Abuse Programme
22/09/14	2 hours	Team Meeting
12/03/14 15/8/14 20/8/14 26/8/14 2/9/14 9/9/14 16/9/14 30/9/14 7/10/14 14/10/14 20/10/14	24 hours=2 hours per session	Peer Supervision and Planning meetings regarding the delivery of the community Sex Offenders Group work Programme( Induction)

27/10/14		
20/05/14 29/08/14 7/10/14 14/11/14	2 hours per session=8 hours	Generic supervision Sessions x4 with Area Manager to focus on practice issues, team issues and personal impact issues
28,29,30 October 2014	20 hours	Aim 2 Training-Comprehensive Assessments and overview of the Safer Lives approach to be used with juvenile offenders who have been involved in sexual offending
02/12/14	7 hours	NOTA –Day Session by the Geese Theatre Company presenting a model of addressing resistance and cognitive distortion in relation to working with perpetrators of sexual offending
13/02/14	1 hour	Electronic Learning in relation to General Health and Safety in the workplace
25/03/14	1 hour	Electronic Learning in relation to Sickness Absence Policy and Procedures
5/1/15 27/02/15 23/03/15 27/04/15 06/07/15	10 hours=2 hours per session	Team meetings x5
20/02/15 24/06/15	1 hour per session=2 hours	Integrated Domestic Abuse Practitioner's Meetings x2
3/02/15	1 hour	Intensive Supervision Unit Meeting in relation to delivery and planning of the Community Sex Offender Group work Programme
14/04/15 21/04/15 28/04/15 07/05/15	12 sessions of 2 hours duration=Total 24 hours	Peer Supervision and Planning Sessions in relation to the delivery of the Community Sex Offender Treatment Programme-(Better

12/05/15		Lives) –see below as well
19/05/15		
26/05/15		
2/05/15		
30/06/15		
7/07/15		
14/07/15		
02/07/16		
18/05/15	1 hour	Electronic Learning in relation to Lone Working/Protective Model
29/06/15	7 hours	Brief Intervention Substance Misuse Learning-re Ascertain 2015 Model of working
22/10/15	1 hour	E learning in relation to DSE
28/05/15	2 hours	Staff Engagement Day-focusing on the preparation of Social Enquiry Reports and alternative ways of delivering this service to courts
23/11/15	16 sessions	Peer supervision and Planning Sessions in relation to the delivery of the Community Sex Offender Group work Programme (Induction)
24/11/15	=2 hours per	
26/11/15	session =32	
2/12/15	hours	
9/12/15		
6/01/16		
13/01/16		
20/01/16		
27/01/16		
3/02/16		
10/02/16		
17/02/16		
24/02/16		
2/03/16		
16/03/16		
23.03/16		

12/12/16 and 16/01/17	4 hours=2 hours per session	Meetings in relation to the Western District Sexual Violence Partnership in order to plan a strategy to raise awareness of issues pertaining to sexual violence among young people-this involved an Interdisciplinary Strategy and the planning of an Awareness Day
21/12/16 and 8/03/16	4 hours	Reading to update myself about risk assessment and dangerousness in relation to a Pre-Sentence Report prepared for Crown Court ,where my assessment was being challenged by the Defence. This included the work of Hazel Kemshaw and Karl Hanson as well as ██████████ most recent Dangerousness Policy/Assessment Procedures
15/02/17	3 hours	Attendance at Nota Journal Club at Magee College Derry in relation to research about internet offenders and related reading
12/12/16	2 hours	Attendance at a session conducted by Reading Rooms-Verbal Arts Centre Derry, to help to familiarise my Team about how reading groups can assist in helping clients to engage
06/02/16	1 hours	Manual Handling E Learning
25/04/16	1 hours	Fire Awareness Training
10/05/16	1 hours	Defibrillator Training
11/11/16	1 hours	First Aid Refresher Training
15/02/17	3 hours	Intensive Supervision Team Practice Meeting
01/03/17	4 hours	Safe Talk Suicide Awareness Training
21/03/17	7 hours	Risk of Serious Harm Training
28/04/17	7 hours	NOTA Conference –Newry-Dr Karl Hanson-When is an individual with a history of sexual crime no longer a Sex Offender?