



PBNI Probation Board
for Northern Ireland

Guide to Group Work Programmes & Individual Interventions

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PROGRAMMES SUMMARY

PBNI delivers a range of group work programmes and individual interventions with the purpose of facilitating change with individuals under our supervision.

PBNI programmes are designed to address aspects of an individual's personality, attitudes and behaviours that are linked to offending behaviours. These factors not only contribute to offending, but are often the underlying reasons for difficulties in many other areas of their lives.

Getting the best from Programmes/Interventions:

- PBNI Programmes/Interventions are dependent on accurate assessment and integrated case management.
- Probation Officer support is integral to the successful completion of a programme/intervention, by reinforcing learning and recognising good progress.
- Good preparation and motivation are essential components to removing barriers that may impede progress on the programme or cause unnecessary drop out.

Note for Judges and Parole Commissioners

Please consider the period of time that each individual has been placed on community supervision **prior** to placing an 'Additional Requirement' on an Order/Licence, or, as a 'Licence condition'.

If the period of time allocated to Community Supervision is less than the time it would take to complete the programme (as identified in this booklet), the programme cannot be recommended.

RECOMMENDING A PROGRAMME

Pre-Sentence Report (PSR) writers/Case Managers will identify the key risk factors for the individual by way of the ACE (Assessment and Case Management Evaluation System) assessment and should consider at this stage the need, nature and protective factors of an Additional Requirement or Licence Condition.

Suitability criteria for each programme can be found within this document, however, should there be uncertainty regarding any aspect of suitability, officers should contact the relevant Programme Manager.

Generic Exclusions:

There are a number of generic exclusions common to all PBNI Programmes and Interventions:

Generic exclusions

- Those who have severe or unstable mental health problems (can enter the programme at a later point when stable)
- Those with current unstable or acute substance use or dependency (can enter the programme at a later point when stable)
- Those with learning difficulties that may prevent meaningful engagement with material or experience coping difficulties within the Group setting (for potential participants who have an assessed IQ of under 80 a referral to the PBNI Psychology Department and/or consultation with the Programme Manager will be necessary).
- Those who speak either no English or poor English can enter a programme at a later point when sufficiently able to speak English such as to understand and communicate to group requirements. It is not appropriate to have interpreters attending group programmes.
- Those who refuse to undertake the programme.

It is important to be mindful of the aims and target group of each programme and to observe the 'suitability' and 'exclusions' criteria as set out in this document. Each programme is designed to be effective with a particular group of individuals who have committed offences. **Individuals who are assessed as low risk should not be sent to programmes designed for individuals who are assessed as medium and high risk.**

The successful delivery of Programmes/Interventions is governed by careful and accurate assessment by the PSR writer/Case Manager or Prison Case Manager. Denial of an offence does not necessarily exclude an individual from programme participation. Clarity on this should be sought from the relevant Programme Manager.

ISSUES AND DEMANDS OF ALL INTERVENTIONS

- **Acute alcohol/substance MISUSE** can have an impact on an individual's ability to complete any programme intervention if it is not addressed either prior to start of programme or alongside attendance of programme. Please ensure appropriate services, i.e. counselling, are in place to support an individual when programme start date is confirmed.
- **Acute alcohol/substance DEPENDENCY** may raise intense addiction issues that significantly impact on both motivation and ability to attend and complete a programme. It is essential that these individuals evidence stability in respect of their dependencies (i.e. must evidence sobriety) for a minimum of 6 weeks prior to programme start date.
- Full **attendance** and participation at all programmes is essential (2 missed sessions or appointments will/may result in removal from programme)
- Participants may be expected to **travel** outside of their local area to attend the programme. This needs to be discussed at assessment stage.
- If a potential participant has a **diagnosis of severe mental illness**, consultation is required with PBNI Psychology Department to assess suitability.
- Potential participants with diagnosed **learning disability are not suitable for Thinking Skills or Resolve programmes**. Other programmes may be suitable; however, consultation with the relevant Programme Manager is required.
- Previous failure to complete a programme should be discussed with the relevant Programme Manager.
- For the majority of programmes, Pre and Post programme preparation is required. Potential participants may also be expected to complete a set of questionnaires with PBNI Psychology prior to and following completion of programmes.
- If during the course of supervision it becomes clear that an individual is no longer suitable to complete a programme the order/licence will need to be amended (removed/returned to Court) to reflect this change in circumstance.

ADAPTED SEX OFFENDER TREATMENT PROGRAMME

DURATION: TAILORED TO INDIVIDUAL NEEDS

LOW/MED/HIGH RISK

3 years (by exception 2 years) community supervision required at time of sentence

Aim of Programme

The programme is designed for adults with a learning disability who have committed sexual offences and have been unable to access traditional group work programmes. This programme aims to reduce re-offending by the use of the cognitive behavioural methods amongst adult males who have committed a sexual offence. The programme involves identifying and challenging how the thoughts, attitudes and emotional responses of individuals who commit offences link to their abusive behaviours.

- Reduce pro-offending/distorted thinking
- Increase skills in problem solving and self management
- Develop effective relationship skills
- Improve understanding of legal/illegal sexual behaviour
- Increase awareness of victim harm
- Increase awareness of individual risk factors and development and practice of coping skills in order/licence to reduce re-offending.

Suitability criteria

The programme is suitable for adult men whose IQ falls between 60 - 79 within the Mild Learning Disability/Borderline range of functioning (IQ \leq 80)

Issues to consider specific to this programme

The programme is delivered by a programme facilitator on a one-one basis and is tailored to the individual needs and ability of the potential participant.

BUILDING BETTER RELATIONSHIPS (BBR) PROGRAMME

DURATION: 24 sessions in group (2.5 hours per session) plus 5 individual sessions
MED/HIGH RISK
Minimum – 2 year order/licence period (by exception 18 months) at time of sentence.

Aim of Programme

BBR is an accredited group work programme designed to reduce reoffending by adult males convicted of violence against an intimate partner. The programme has a strong theoretical base, taking into account recent developments in thinking and research in relation to aggression within relationships.

There are 4 modules:

- 1) Foundation – Motivation, Insight & Cultural Messages about domestic abuse
- 2) My Thinking – Biases, Rumination & Attitudes
- 3) My Emotions – Stress, Emotion Management, Hostility & Anger & Jealously
- 4) My Relationships – Social Skills, Attachment & Relationship Stability

BBR requires close co-operation between the different agencies concerned with addressing domestic abuse. BBR can be an Additional Requirement of a Community Order/Licence. It must be accompanied by a Supervision Requirement. This is a lengthy programme and a two-year order/licence is strongly recommended.

Suitability criteria

BBR is suitable for men who:

- Have been violent in heterosexual relationships
- Have been assessed by Probation, using the Spousal Assault Risk Assessment, or B-SAFER Risk Assessment, as presenting a medium to high risk of relationship violence.
- Are able to discuss at least one act of violence against an intimate partner.
- Men who deny their current offence can participate in BBR if they have a history of either un-convicted or convicted violence against an intimate partner, which is similar to their current offence, and provided they are willing to acknowledge this and to work on the issues involved.
- Men must consent to participate by signing the “Statement of Understanding” which will include the sharing of information with their partner, including any new partner.

Issues to consider specific to this programme

BBR is not suitable for:

- Females
- Cases where violence has only taken place in same-sex relationships
- Men with serious mental health problems
- Men judged unlikely to achieve the learning outcomes because of, for example, drug or alcohol problems.
- Men who refuse to sign the “Statement of Understanding”.

COMMUNITY SEX OFFENDER GROUP WORK PROGRAMME

**DURATION: Up to 50 hours Induction Programme (assessment phase). Participants expected to attend 25 hours in Week 1 and thereafter 2.5 hour weekly sessions . Following Induction Programme LOW/MED RISK - 38 HOURS; HIGH RISK - 188 HOURS (2.5 hour weekly sessions for both LOW/MED and HIGH RISK
3 years community supervision required at time of sentencing**

Aim of Programme

This programme aims to reduce re-offending amongst adult males who have committed a sexual offence by the use of cognitive behavioural methods. The programme involves identifying and challenging how the thoughts, attitudes and emotional responses of individuals who commit offences link to their abusive behaviours.

Pre-sentence reports recommending participation in C-SOGP as an additional requirement to a community order/licence (PO/CO) should request a period of 3 years supervision to facilitate completion of the programme.

Upon release from custody a period of 3 years community supervision is recommended to allow full completion of programme. However, by exception 2 years may be facilitated if programme work has been undertaken whilst in custody.

Suitability criteria

Gender = Male

Age = 21 years plus

IQ = 80 plus

Mental Health – Stabilised for 6 months.

Strong command of the English language.

Psychopathy (PCL-R; 25 or below)

Issues to consider specific to this programme

A 50 hour Induction Programme is completed by all participants (unless the individual has successfully completed SOTP (Sex Offender Treatment Programme) in custody).

Post-induction the individual's treatment pathway is assessed. These assessments identify the participant as having a low or high deviance profile. This profile is then combined with an actuarial risk profile produced using the other assessment tools inclusive of PBNI ACE risk assessment and Stable 2007.

High risk/high deviance participants are required to complete the full programme of 188 hours completed at 1 x 2.5 hour sessions per week.

Participants assessed as low risk/low deviance are required to complete the 38 hour Better Lives programme which is a 1 x 1.5 hour group work session per week.

Absolute denial of the offence does not rule out an individual from this programme.

INTERNET SEX OFFENDER TREATMENT PROGRAMME (I-SOTP)

DURATION: 70 HOURS 35 sessions (2.5 hour weekly sessions up to 9 months)
LOW/MED RISK
HIGH RISK REFERRED TO CSOGP
2 year order/licence period (by exception 18 months) at time of sentence.

Aim of Programme

I-SOTP is a community-based treatment programme for those men who have viewed, made, possessed or distributed indecent images of children through the medium of electronic communication.

Pre-sentence reports recommending participation in I-SOTP as an additional requirement to a community order/licence (PO/CO) should request a period of 3 years supervision to facilitate completion of the programme.

Upon release from custody a period of 3 years community supervision is recommended to allow full completion of programme. However, by exception 2 years may be facilitated if programme work has been undertaken whilst in custody.

Suitability criteria

Gender = Male

Age = 18 years plus for 1-1

21 years plus for group

IQ = 80 plus

Mental Health – Stabilised for 6 months.

Alcohol/drug abuse stabilised.

Strong command of the English language.

Psychopathy (PCL-R; 25 or below).

This programme is not suitable for individuals who are assessed as high deviance using a combination of Psychometrics and the Risk Matrix 2000 assessment tool.

Issues to consider specific to this programme

Absolute denial of the offence does not rule an individual out of this programme. However, discussion should take place with the Programme Manager in such cases.

Pre-sentence assessments should focus on social and development history, the thinking used to justify offending, empathy deficits, anti-social lifestyle and inter-personal relationship difficulties.

RESOLVE

DURATION: 27 SESSIONS (2.5 hour weekly sessions up to 7 months)

MED/HIGH RISK

A 2 year order/licence period is strongly recommended. Absolute minimum of 18 months community supervision required at time of sentence

Aim of Programme

RESOLVE is a moderate intensity cognitive-behavioural intervention that aims to reduce the use of aggression and violence in medium to high risk adult males 18 years +. The overarching aim of RESOLVE is to reduce the likelihood and seriousness of violent behaviours by helping participants to explore and understand:

- When and why they use violence and aggression
- Develop an awareness of the person and situational factors that reinforce and maintain their use of violence
- Identify, use and build on existing strengths and skills and to develop new skills to change their thinking and their behaviours.

Areas explored include:

- Understanding my Aggression
- Thinking and Identity
- Emotions and Conflict Management
- Lifestyle
- Relapse Intervention
- Review

Suitability criteria

RESOLVE is suitable for:

- 18 years + males
- Medium to high risk of reoffending scoring using PBNI's ACE Assessment the individual risk score must be 16 or above. In Section 9 the individual must score 2 or above for aggression/temper; impulsive risk taking and responsibility/control.
- Those with alcohol-related violent offending may be considered (but not substance dependent).

Issues to consider specific to this programme

This programme is not suitable for those who have a pattern of domestic violence.

SAFER LIVES

DURATION: TAILORED TO INDIVIDUAL NEEDS UNDER 21

Minimum of 2 years community supervision required

Aim of Programme

The Safer Lives approach has been developed to provide a structured, clinically approved process for PBNI staff to safely undertake assessment and treatment interventions with juveniles and young adult men, both in custody and in the community.

The approach directs a comprehensive, holistic assessment of juveniles and young adults who have been convicted of, or charged with, sexual offences. From this holistic assessment an individualised intervention plan is developed that addresses the deficits which led to their sexual offending. The approach aims to provide therapeutic and educational inputs that build on strengths within the young adult, his family and social network. It attempts to equip the young adult with the internal resources to develop a safer way of life whilst identifying the necessary external resources needed to assist them in keeping others safe.

The aim is to create a partnership between the young person, the systems around them and the external agencies. The agreed intervention plan is holistic and the young person will be required to commit themselves to compliance with the demands of the agreed work plan.

The general programme wording in **Appendix A** is appropriate for this intervention.

Suitability criteria

Gender = Male & Female

Age = 21 years and under

IQ = 80 plus. An adapted approach is available

Issues to consider specific to this programme

The approach adopts a structured process that provides regular review of the young person's case. This robust review system ensures the efficiency and effectiveness of the intervention plan, provides a structure of assessment and on-going monitoring of progress for the young person.

Pre-sentence reports recommending participation in a programme of work for a relevant young person must consult with the Programme Manager in advance of such a recommendation being included in any community or post-custodial supervision. The minimum period of supervision required to complete a programme of work will be informed by the initial assessment and must be agreed in advance of sentencing with the ISU Programme Manager.

However, in cases in which the custody threshold has been passed, a period of less than two years is insufficient to complete the full requirements of the assessment. This should be stipulated within the report and to the NIPS Licencing Panel.

THINKING SKILLS PROGRAMME (TSP)

DURATION: 15 sessions in group plus 5 individual sessions (2.5 hour sessions up to 6 months)

MED/HIGH RISK

18 months minimum community supervision required at time of sentence

Aim of Programme

Thinking Skills is a moderate intensity Cognitive Behavioural intervention that aims to reduce offending by adhering to all three principles of the RNR model which addresses Risk, Need and Responsivity:

- Develop thinking skills
- Develop skills to manage personal risk factors
- Apply thinking skills to develop personal relevant protective factors
- Apply thinking skills to setting pro social goals that support relapse prevention

Suitability criteria

This programme targets a wide range of offending behaviours and is open to:

- Both male and female (over 18 years of age)
- Those assessed with relevant risk factors and needs that can be met by the programme
- Those assessed need to be ready, able and willing to engage in a meaningful way
- Lifestyle suitability
- Intellectual ability

Issues to consider specific to this programme

The programme consists of three modules. Each module has 5 group sessions followed by an individual session:

- 3 initial individual sessions
- 3 between module individual sessions
- 1 post programme review session

Module 1 – Self Control

Module 2 – Problem Solving

Module 3 – Positive Relationships

PBNI SUBSTANCE MISUSE BRIEF INTERVENTION

DURATION: 6 SESSIONS (6-weeks)
LOW/MED RISK

Aim of Intervention

The PBNI Substance Misuse Brief Intervention aims to:

- Explore the connection between alcohol/substance use and episodes of offending behaviour

Specific aims of the programme are to:

- Help participants to achieve a better understanding of their current level/consumption of alcohol and/or other substances.
- Help participants develop awareness between their situational use of substances and the factors that lead to offending behaviours.

Suitability Criteria

This intervention is suitable for:

- 18 years + male and females who are of low/medium risk of reoffending and whose index offence is connected to alcohol
- Those who have presenting issues relating to episodes of inappropriate use of alcohol/substances which could escalate or lead to heightened risk management issues
- Those who score in the 11-15 range of the AUDIT care pathways scoring

There is a potential for this programme to be delivered in a group format for female participants

Issues to consider specific to this Intervention

PBNI Substance Programme Brief Intervention can be included in an Order/Licence by way of an Additional Requirement, Licence Condition or as part of the Work Plan. The general programme wording in **Appendix A** is appropriate for this intervention.

Assessors also need to consider; language, literacy, dyslexia, mental and physical health, current drugs misuse and disability; psychopathy if it has been considered to be a problem; specific vulnerabilities that could lead to difficulties in terms of coping with any aspect of the targeted programme of work.

Those who have developed acute alcohol/substance use or dependency are not suitable for this intervention. Full attendance and participation are essential.

ANGER MANAGEMENT PBNI BRIEF INTERVENTION

DURATION: 9 SESSIONS (9 weeks)
LOW/MED RISK

Aim of Intervention

This brief intervention aims to:

- Assist individuals to understand the when and why of their use of aggression/violence and to identify their personal triggers and situational factors
- Develop and build new self control/management skills

Suitability criteria

Anger Management is suitable for:

- Adult males and females i.e. 18 years plus who are low/medium risk of reoffending
- Those who have specific vulnerabilities/needs that would impede their inclusion in other programmes or who do not meet the criteria for RESOLVE
- Those whose substance use is stable

There is a potential for this programme to be delivered in a group format for female participants

Issues to consider specific to this Intervention

This Intervention can be included in an Order/Licence by way of an Additional Requirement, Licence Condition or as part of the Work Plan. The general programme wording in **Appendix A** is appropriate for this intervention.

Full attendance and participation is required.

Participants may be expected to travel outside of their local area to attend the programme.

PBNI Anger Management Brief Intervention can sit alongside the Thinking Skills programme which can enhance the thinking and problem solving skills required to bring about change.

ACCEPTING DIFFERENCES PBNI BRIEF INTERVENTION

DURATION: 14 SESSIONS (14 weeks)

Aim of Intervention

This brief intervention aims to:

- Identify and address 'hate' motivations for crime i.e. where victims of crimes are targeted due to their disability, gender-identity, race, religion/belief, or sexual orientation.

The participant may or may not recognise the role that their thinking has had on their offences: this intervention aims to help them identify how these thoughts contribute to behaviour which can be harmful for themselves, their social circle, their victims and the wider community.

Suitability criteria

It can be used with individuals who have been convicted of a hate crime or whose offences are suspected to have been motivated or aggravated by prejudiced thinking.

Issues to consider specific to this Intervention

Accepting Differences is designed to take place over the course of approximately 14 hours over 14 weeks, however, this time will vary depending on the individual participant.

RESPECTFUL RELATIONSHIPS INTERVENTION

DURATION: Minimum of 10 individual sessions (10 weeks minimum) with additional sessions available to those who require them. Low Risk.

Aim of Intervention

The PBNI Respectful Relationships Intervention aims to develop an educational awareness about what constitutes healthy relationships, unhealthy relationships and abusive relationships. It includes the personal identification of thoughts, feelings, beliefs and physiology and the impact of abusive behaviour on victims including children. Other aspects of the programme include skills development, future planning and development of positive resources.

Suitability Criteria specific to this Intervention

The intervention has an integrated link to the participant's current partner via a Partner Link Worker provided by PBNI.

Suitability Criteria

- Male
- Over 18
- Individuals who acknowledge abusive behaviour within a heterosexual relationship
- Assessed as low Risk using a PBNI approved domestic abuse assessment tool

Issues to consider specific to this Intervention

- 10 core individual sessions for all participants
- 2 core additional sessions for all participants who are/will be parents
- 1 optional social media session

ONE TO ONE INTERVENTIONS

A range of 1:1 interventions have been designed by Psychology and Programmes staff to assist Probation Officers in their supervision and management of a range of assessed individual needs.

These interventions include the following:

- Coping Skills
- Goal Setting
- Problem Solving
- Interventions to address sexual offending
- Victim Awareness
- Alcohol Brief Intervention - PBNi internal 'one to one' referral is required, see page overleaf for details
- Anger Management - PBNi internal 'one to one' referral is required, see page overleaf for details

REFERRALS PROCESS FOR ONE TO ONE BRIEF INTERVENTIONS:

Referrals process for one to one brief interventions:

A Brief Intervention will normally be timebound to six sessions with possible extension to a maximum of nine.

The RESOLVE, Thinking Skills and BBR Programmes cannot be delivered as a Brief Intervention on a one to one basis.

- Case Manager normally makes an inquiry regarding the possibility of a one to one intervention to the relevant Programme Manager.
- The Case Manager will complete the PBNi referral and submit to the relevant Programmes Unit.
- The Programme Manager, Case Manager and Delivery staff will in the first instance discuss the risk and needs of the individual requiring a one to one intervention.
- An assessment and/or meeting will be arranged with the Case Manager and potential participant to set out the agreed course of work to be delivered, expectations for attendance and timeline for the required intervention.

- Programme staff will draw up session plans and will record potential participant's attendance, engagement, progress and where appropriate, failures to attend.
- Missed sessions will be treated as a missed appointment with two missed sessions leading to suspension or ending of Programmes input to this requested area of work.
- Programme staff will complete an End of Intervention meeting with the Case Manager and potential participant for the purpose of integrating developments and future needs into the case management plan.

Criteria for one to one programme /intervention

- Clearly identified vulnerabilities that would place or cause significant further difficulties, anxiety or health problems to the potential participant.
- Learning difficulties that would place the potential participant outside of established programme criteria.
- The requested intervention has been fully assessed and is in support of the management of the individual's Risk and Need factors.
- The individual is ready, willing and able to undertake the planned intervention.

APPENDIX - A

ADDITIONAL REQUIREMENT WORDING FOR PROGRAMMES

This wording has been agreed between PBNI and Northern Ireland Courts and Tribunals Service (NICTS) and replaces any existing wording on PBNI systems.

General Programmes

1 – You must actively participate in any programmes of work recommended by your supervising probation officer designed to reduce any risk you may present and attend and co-operate in assessments by PBNI as to your suitability for programmes and other offence focused work

Specific Programmes

2 – THINKING SKILLS - Defendant shall present themselves in accordance with the instructions given by the Probation Officer: to attend PBNI HQ, 80 – 90 North Street, Belfast, or another venue specified by the Probation Officer; to participate actively in the PBNI ‘Thinking Skills’ Programme during the Probation period; and to comply with the instructions given by or under the authority of the person in charge

4 – RESOLVE – Defendant shall present themselves in accordance with the instructions given by the Probation Officer: to attend PBNI HQ, 80 – 90 North Street, Belfast, or another venue specified by the Probation Officer; to participate actively in the RESOLVE Programme during the Probation period; and to comply with the instructions given by or under the authority of the person in charge

5 – BUILDING BETTER RELATIONSHIPS PROGRAMME – Defendant shall present themselves in accordance with the instructions given by the Probation Officer: to the Intensive Supervision Unit, Alderwood House, Hydebank Wood, Purdysburn Road, Belfast, or another venue specified by the Probation Officer; to participate actively in the Building Better Relationships Programme during the Probation period; and to comply with the instructions given by or under the authority of the person in charge

8 – SEXUAL OFFENDING INTERVENTION & TREATMENT – (*including Internet Sex Offender Treatment Programme*) - You must actively participate in any programme of work recommended by your supervising officer, designed to reduce any risk you may present and to attend and co-operate in assessments by PBNI as to your suitability for programmes and other offence focussed work.

APPENDIX - B

PROGRAMMES AT A GLANCE – VISUAL AID ANGER/VIOLENCE RELATED OFFENDING

RESOLVE Medium/High on ACE

For individuals with significant use of violence as a means to an end, bolt on individual sessions with trained Cognitive Self Change facilitators can be arranged following completion of RESOLVE

If the offence/history is solely domestic abuse use the SARA B-SAFER tool to assess for BBR or RRI

Domestic Abuse programme
Building Better Relationships BBR

If the offence /offending history is solely Sexual Violence the client can be assessed for

PBNI Programmes to address Sexual Offending CSOGP

There are occasions when a potential participant may have a history of a combination of violence/domestic abuse or sexual offending on record. Where this is the case consultation with the relevant Programme Manager will be necessary.



Thinking Skills

MEDIUM / HIGH ON ACE



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