

Risk Practice: Learning and Development Opportunities

**Delivered/organised by the Centre for Youth & Criminal Justice,
Risk Management Authority and Community Justice Scotland**

October 2019



Overview

This document highlights the different training available in Scotland from the Centre for Youth & Criminal Justice (CYCJ), Community Justice Scotland (CJS) and the Risk Management Authority (RMA). The contents have been put into three categories; risk reduction approaches, assessment tools and formulation. All training highlights some background on the course, which professionals/category of young person the training should be used for, costs (if any) and who to contact if you are interested in any of these resources. We hope that you will find it to be a useful resource.

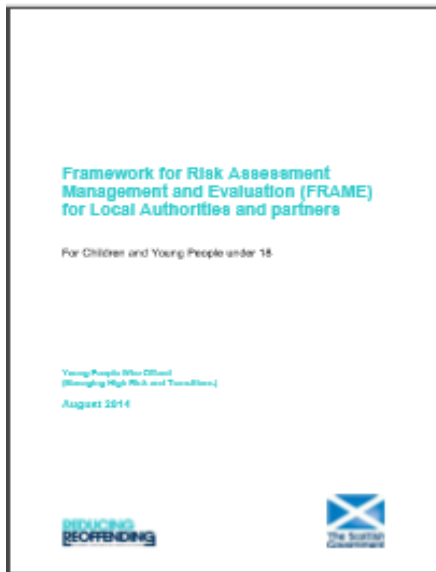


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Risk reduction approaches

Framework for Assessment, Management and Evaluation and Care and Risk Management (FRAME & CARM)



FRAME for children under 18 was developed to provide information on best practice in relation to assessing and reducing risk. The CARM process contained within this sets out a recommended process for how risk assessment and management should operate in practice.

This guidance applies to children between the ages of 12-18 years where there are concerns that aspects of their behaviour presents a risk of serious harm to others. Further information about FRAME and CARM can be accessed through the [guidance](#) (Scottish Government, 2014).

A two day training event can be provided for practitioners and managers who are directly involved in chairing CARM meetings or who are involved in assessing risk and communicating this. The training covers the CARM process and the 5 FRAME practice standards and includes the opportunity to work through the Structured Professional Judgment (SPJ) approach with a case example.

Half-day and one day events can also be delivered to local multi-agency teams providing an overview of FRAME and CARM.

At present there is no cost for this training, although a contribution to any travel / subsistence costs may be requested. For further information please e-mail cycj@strath.ac.uk.

Fundamentals of Risk Practice: Standards, Principles & Skills (Justice Social Work)



The Risk Practice Course was developed to support Justice Social Work in carrying out the fuller risk of serious harm analysis and to produce a Risk Management Plan (RMP). The aim of this is to support the development of practice that meets the practice standards (as outlined in the [Standards and Guidelines for Risk Management](#) and the [Framework for Risk Assessment, Management and Evaluation](#)).

A three day event can be delivered to provide participants with a grounding, and to increase confidence, in the fundamental principles and processes that should be evident when assessing and managing risk of serious harm.

The course applies a case study to help participants cover the key elements to risk assessment, and practice skills of analysis, evaluation and communication. This is then built upon through exercises and content on risk management planning. How to carry out fuller risk of serious harm analysis in the [LS/CMI](#) IT system is also covered.

The course is intended for those currently managing or expecting to be managing MAPPA levels 2 and 3 cases. There is also an expectation that the individual will have the opportunity and commitment to undertake risk of serious harm assessment and RMP's within six months of attendance. It is also suitable for those managers responsible for staff undertaking risk of serious harm assessment and RMP's.

There is no cost for this training and allocations are agreed with Social Work Scotland.

For information contact rmaevents@rma.gov.scot or <https://www.rma.scot/supporting-practice/training/>.

Fundamentals of Risk Practice: Standards, Principles & Skills (Police – Offender Management Officers)

Delivered in partnership with the National Offender Management Unit, Police Scotland.

**OMU
Risk Practice**

The Fundamentals of Risk Practice: standards, principles and skills



Developed and delivered in partnership with the Risk Management Authority

This two day course is co-delivered with the police and is aimed at developing OMU police officers in the core knowledge, understanding and skills of risk assessment and risk management planning.

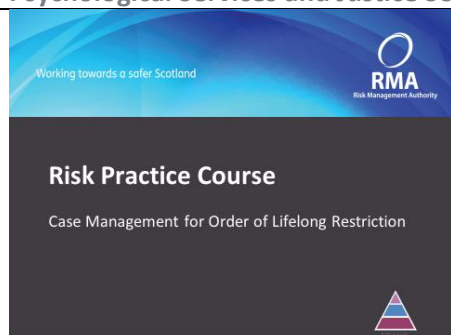
The course applies a case study to support trainees in developing their risk assessment skills in relation to analysing, evaluating and communicating risk. The risk assessment content is then built upon through exercises on risk management and contingency planning.

The training is intended for those currently managing cases as an OMU police officer, or those who are a manager responsible for staff managing cases.

There is no cost for this training and allocations are agreed with Police Scotland.

For information contact rmaevents@rma.gov.scot or <https://www.rma.scot/supporting-practice/training/>.

Risk Practice Course: Case Management for Order of Lifelong Restriction (Scottish Prison Service Psychological Services and Justice Social Work)



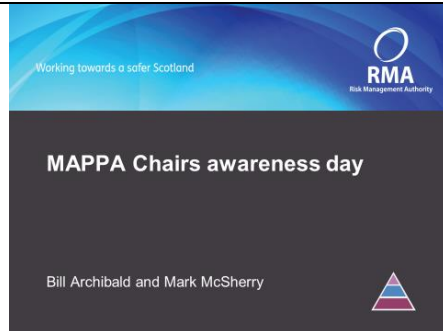
This two day training was designed to support case managers in their understanding regarding the preparation, implementation and/or review of a Risk Management Plan (RMP), and in relation to completing an Annual Implementation Report (AIR). It is co-delivered with the SPS.

The course is aimed at developing knowledge and confidence in relation to the case management of individuals who have an Order of Lifelong Restriction (OLR).

The content of the training focuses on the legislative background to the OLR and understanding the content and application of the Standards and Guidelines. It also adopts a case study to support trainees in completing an RMP and AIR, as well as exercises on the importance of

	<p>significant change and its impact in terms of amending RMP's.</p> <p>The trainee group for the event is in line with the OLR case management role within the SPS and therefore it's designed for those involved, or soon to be involved (i.e. next six months), in the case management of OLR's. There is an expectation that trainees have previous experience, skills and knowledge in relation to risk assessment (i.e. use of different tools) and formulation. This training is currently being adapted for Justice Social Work case managers and will initially be delivered early 2020.</p> <p>Other Considerations:</p> <p>There is also a one day event for OLR case coordinators within the SPS. This is a role unique to the SPS model of OLR case management and therefore the RMA's involvement is to co-deliver the event and support the effective management of OLR's under the SPS model of case management. This separate day is predominantly focused on the maintenance of the Progress Record and RMP, as this relates to the role of case coordinator within the SPS.</p> <p>There is no cost for this training and allocations are agreed with the Scottish Prison Service and Social Work Scotland.</p> <p>For information contact rmaevents@rma.gov.scot or https://www.rma.scot/supporting-practice/training/.</p>
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Risk Practice Training: MAPPA Chairs



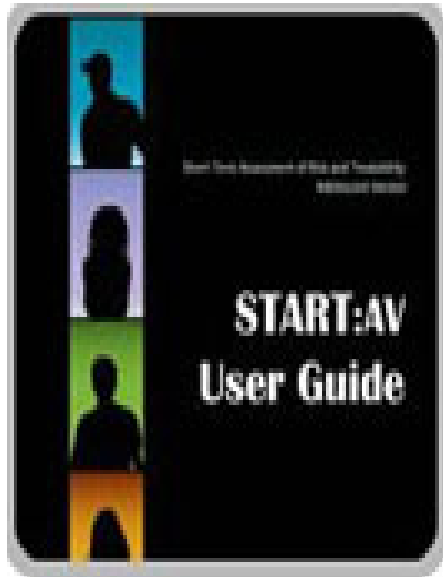
This one day course is designed for those from a social work or police background who will be or are a MAPPA chair for level 2 or cases. It aims to increase knowledge and confidence on the principles and process relating to identification and management of risk of serious harm, on the use of the MAPPA document set (risk assessment and RMP), and to provide guidance on what chairs should expect from staff in relation to assessment and management plans.

To achieve this the course covers a number of key areas relating to MAPPA, risk assessment and risk management. It encourages trainees to discuss FRAME & Standards & guidelines, and there are exercises on identifying, analysing/formulating, evaluating and communicating risk. This is built upon through content on risk management planning. The expectations as a MAPPA chair are also covered.

For information contact rmaevents@rma.gov.scot or <https://www.rma.scot/supporting-practice/training/>.

Assessment tools

Short Term Assessment of Risk and Treatability: Adolescent Version (START:AV)



The START:AV was developed to provide a robust method of assessing all forms of clinical risk (violence, non-violent offending, substance abuse, unauthorised absences, suicide, non-suicidal self-injury, victimisation and health neglect), whilst maintaining a focus on the changeable nature of risk. START-AV is a highly practical protocol for regular risk assessments and it is sophisticated in its approach as it requires a rating on both strengths and vulnerabilities.

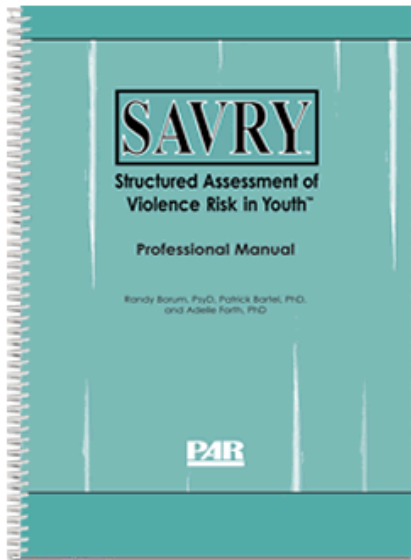
It is intended for use with males and females aged 12-18 years with a focus on intervention planning to reduce the risk of future adverse outcomes. Regular reassessments are recommended, at least every three months, in order to review progress in risk reduction. START:AV is based on the Structured Professional Judgment (SPJ) approach.

Further information about START:AV can be accessed through [RATED](#) (Risk Management Authority, 2018) and the forms can be accessed at [Proactive Resolutions](#).

At present, this training is funded specifically for youth justice professionals working in Scotland who conduct assessments in relation to high risk behaviours, so there is no cost. START:AV training is a two day training course. Participants **MUST** be able to attend both days of training.

Please note that you will need to provide your own [manuals](#). For further information please e-mail cycj@strath.ac.uk.

Structured Assessment of Violence Risk in Youth (SAVRY)



The SAVRY is designed to assess the risk of future violence for males and females aged 12-18 years. It is based on the structured professional judgment (SPJ) approach and helps structure an assessment so that important factors are emphasised when a final professional judgment about level of risk is formulated.

The SAVRY is composed of 24 items in three risk domains (Historical Risk Factors, Social/Contextual Risk Factors, and Individual/Clinical Factors). It also contains protective factors. The items have direct implications for intervention planning to reduce the risk of future violence.

Further information about SAVRY can be accessed through [RATED](#) (Risk Management Authority, 2018) and the forms can be accessed at [PAR](#).

SAVRY training is a one day training course. In order to cover the expense of organising and delivering this training there will be a cost tbc. This will include the provision of lunch and refreshments throughout the day.

Please note that you will need to provide your own [manuals](#). For further information please e-mail cycj@strath.ac.uk.

Assessment Intervention and Moving on (AIM3)



At CYCJ we often get asked for AIM 2 training, which has now been updated to AIM 3. This is not something we deliver, however, if there is sufficient demand we could perhaps assist with organisation of a training event.

AIM3 is an assessment approach for children engaging in harmful sexual behaviour. Further details on training courses can be found on the [AIM Project website](#) and through [RATED](#) (Risk Management Authority, 2018).

For further information please e-mail cycj@strath.ac.uk.

Risk Matrix 2000 & Stable and Acute 2007 (and Stable and Acute 2007 Refresher)



This three day course provides accredited user status for the Risk Matrix 2000 risk classification tool and the Stable and Acute 2007 tools intended for males aged at least 18 who have been convicted of a sexual offence.

This training provides the delegate with the skills to assess males who have committed sexual offences to determine general risk of recidivism, key risk areas to target for intervention work and risk factors that would indicate an increase in the likelihood of a further offence occurring.

This course is only open to professionals with prior knowledge of working with males who have committed a sexual offence and who are confident in their ability to use risk assessment tools. There is an expectation that successful delegates will use the assessment tools in practice on return to their work.

See <https://communityjustice.scot/learning-hub/>.

Spousal Assault Risk Assessment (SARA)



This two day course provides an overview of the use of the SARA tool to assess the risk of violence in the context of domestic abuse. Delegates begin by exploring the development of the SARA tool and the structured professional judgement approach which underpins the risk assessment. The course provides guidance in the application of the tool including risk factors, formulation, scenario planning, risk management planning and summary judgements.

This course is only open to social workers involved in the assessment and intervention of domestic abuse.

For more information please see:
<https://communityjustice.scot/learning-hub/>.

Level Of Service Case Management Inventory (LS-CMI) Accredited User



This five day course provides successful delegates with accredited user status for the LS-CMI risk assessment and case management tool. Delegates begin by discovering the international research underpinning the use of LS-CMI in Scotland and practice the tool with a range of case studies. User status is conferred after successful completion of two written assessments and attendance at 0.5 day IT training (scheduled separately with delegates).

This course is only open to social workers involved in the delivery of community justice.

For more information please see:
<https://communityjustice.scot/learning-hub/>.

Level of Service Case Management Inventory (LS-CMI) IT Training Accredited User



This half day course provides accredited users of the LS-CMI with the necessary skills to complete LS-CMI assessments and case management plans using the intranet based electronic tool. This training completes the LS-CMI Accredited user training.

This course is for people that have completed the five day LS-CMI Accredited User training.

For more information please see:
<https://communityjustice.scot/learning-hub/>.

Criminal Justice Social Work Reports (CJSWR)



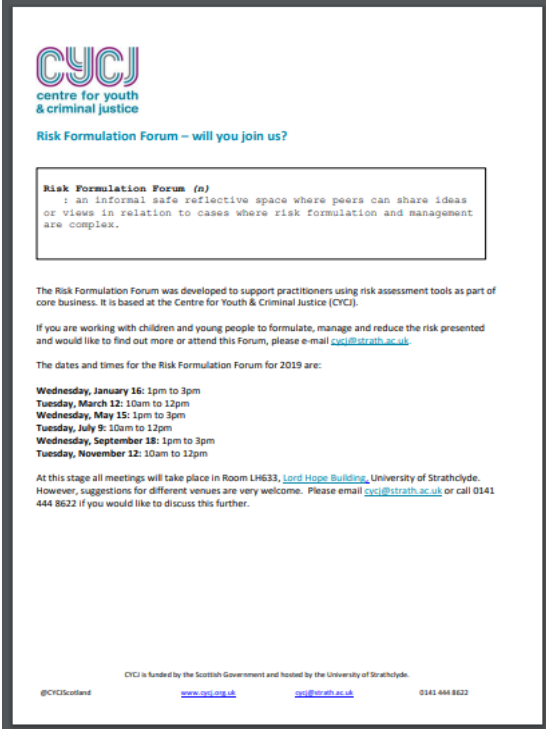
This one day course will allow delegates to identify and implement CJSWR guidance in line with the Level of Service Case Management (LS-CMI) risk assessment tool. Delegates will access research relating to quality of CJSWR and the possible impact on court outcomes. Activities will focus on accurate targeting of disposals in CJSWR and the benefits of a consistent approach to report writing.

This course is only open to social work practitioners carrying out assessments for court reports in the administration.

For more information please see:
<https://communityjustice.scot/learning-hub/>.

Formulation

Risk Formulation Forum



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Risk Formulation Forum – will you join us?

Risk Formulation Forum (n)
: an informal safe reflective space where peers can share ideas or views in relation to cases where risk formulation and management are complex.

The Risk Formulation Forum was developed to support practitioners using risk assessment tools as part of core business. It is based at the Centre for Youth & Criminal Justice (CYCJ).

If you are working with children and young people to formulate, manage and reduce the risk presented and would like to find out more or attend this Forum, please e-mail cycj@strath.ac.uk.

The dates and times for the Risk Formulation Forum for 2019 are:

Wednesday, January 16: 1pm to 3pm
Tuesday, March 12: 10am to 12pm
Wednesday, May 15: 1pm to 3pm
Tuesday, July 9: 10am to 12pm
Wednesday, September 18: 1pm to 3pm
Tuesday, November 12: 10am to 12pm

At this stage all meetings will take place in Room LH633, [Lord Hope Building](#), University of Strathclyde. However, suggestions for different venues are very welcome. Please email cycj@strath.ac.uk or call 0141 444 8622 if you would like to discuss this further.

CYCJ is funded by the Scottish Government and hosted by the University of Strathclyde.
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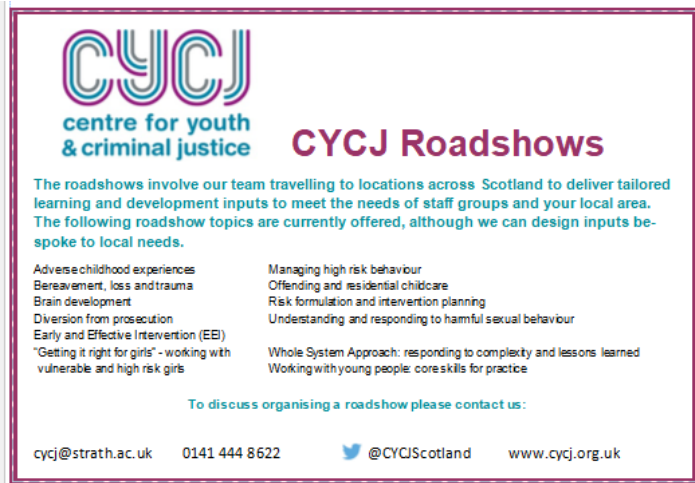
The Risk Formulation Forum was developed to support practitioners using risk assessment tools as part of core business. If you are working with children and young people to formulate, manage and reduce the risk presented, this forum aims to provide an informal, safe and reflective space where peers can share ideas or views to assist with this.

There is no cost for attending this forum.

If you would like to find out more or to attend please e-mail cycj@strath.ac.uk.

Intervention approaches

CYCJ Roadshows



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CYCJ Roadshows

The roadshows involve our team travelling to locations across Scotland to deliver tailored learning and development inputs to meet the needs of staff groups and your local area. The following roadshow topics are currently offered, although we can design inputs bespoke to local needs.

Adverse childhood experiences	Managing high risk behaviour
Bereavement, loss and trauma	Offending and residential childcare
Brain development	Risk formulation and intervention planning
Diversion from prosecution	Understanding and responding to harmful sexual behaviour
Early and Effective Intervention (EEI)	Whole System Approach: responding to complexity and lessons learned
"Getting it right for girls" - working with vulnerable and high risk girls	Working with young people: core skills for practice

To discuss organising a roadshow please contact us:

cycj@strath.ac.uk 0141 444 8622 @CYCJScotland www.cycj.org.uk

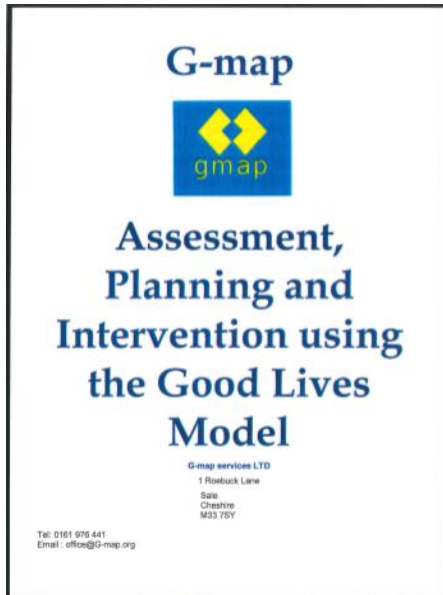
CYCJ offer a number of roadshows which are linked to risk practice in varying degrees. Roadshow topics most directly linked to risk practice include:

- Risk formulation and intervention planning
- Managing high risk behaviour
- Getting it right for girls – working with vulnerable and high risk girls
- Understanding and responding to harmful sexual behaviour

There is no cost for roadshows, although a contribution to any travel/subsistence costs may be requested.

To discuss organising a roadshow or if you would like to find out more please e-mail cycj@strath.ac.uk.

Safer Lives



Assessment, Planning and Intervention using the Good Lives Model (known as Safer Lives in Scotland) is an intervention approach to reduce and prevent harmful sexual behaviour developed by G-map.

Safer Lives is based on the Good Lives Model which is a strengths based approach to help individuals meet their needs in prosocial ways rather than in ways which harm others. It involves developing and strengthening skills and resources alongside managing risk to others in a proportionate manner. It is not intended as a step by step programme but provides ideas that can be used throughout a period of intervention.

Further information about the Good Lives Model can be accessed in the [CYCJ Information Sheet](#) and more about Safer Lives can be accessed through an early [CYCJ evaluation](#).

Safer Lives training is a two day training course. In order to cover the expense of organising and delivering this training there will be a cost tbc. This will include the provision of lunch and refreshments throughout the day.

Electronic manuals will be issued prior to the training which will need to be printed and brought to the training. For more information please e-mail cycj@strath.ac.uk.

An approach to reducing risk



This approach to reducing risk will be strengths based and solution focused whilst incorporating age appropriate and proportionate risk management strategies. It will provide a guide to developing individualised interventions based on comprehensive assessments and formulations and evaluation of progress.

In order to cover the expense of organising and delivering this training there will be a cost tbc. This will include the provision of lunch and refreshments throughout the day.

Electronic manuals will be issued prior to the training which will need to be printed and brought to the training. For more information please e-mail cycj@strath.ac.uk.

National Outcomes and Standards (NOS) incorporating Community Payback Orders (CPO)



This two day course explores the NOS guidance for Criminal Justice Social Work. Delegates will enhance their understanding of the benefits of CPOs and the nine requirements that form a CPO. Delegates will consider the practice implications of the standards in particular in relation to case management.

This course is only open to social work practitioners involved in the delivery of community justice.

For more information please see:
<https://communityjustice.scot/learning-hub/>.

Foundation Groupwork Skills



This three day course introduces delegates to a broad range of skills that are essential for effective group work. Delegates begin by exploring theories around group formation and social learning. Days two and three provide delegates with opportunities to plan, deliver and review group sessions. Successful completion of the Foundation Group Work Skills programme is a prerequisite for the Moving Forward: Making Changes (MF:MC) group work and is strongly recommended for group workers in the Caledonian programme.

This course is only open to workers involved in the delivery of community justice

For more information please see:
<https://communityjustice.scot/learning-hub/>.

Enhancing Your Training Practice



This three day course builds on the core skills and competences for training and the effective facilitation of learning. Delegates will explore approaches to adult learning, assessment methods and other key issues in training and learning. Delegates will leave with enhanced practical skills for designing and delivering participant centred training.

This course is open to workers who are responsible for the training and development of other professionals, as well as those wishing to develop this aspect of their practice.

For more information please see:
<https://communityjustice.scot/learning-hub/>.

An Introduction to Sexually Harmful Behaviour



This one day course is the initial training for those working with people who have committed a sexual offence. A collaboration between CISSO, Tay Project and Community Justice Scotland, the course is intended for workers who have little or no knowledge or experience of working with individuals who have committed sexual offences. It aims to give attendees time to reflect on aspects of working with this client group and will explore some of the key aspects of theoretical understanding and practice issues with this client group.

This course is open to those working with people that have committed sexual offences.

For more information please contact Tracy Johnstone at: Tracy.Johnstone@communityjustice.scot.

Moving Forward: Making Changes (MF:MC) Case Manager

This three day course introduces criminal justice social workers to the MF:MC programme with a specific focus on case management. Delegates will explore the Good Lives Model and the Integrated Model of Change. The course will examine the MF:MC programme structure, role of the case manager and the uses of MF:MC with different participants. Delegates will then examine and practice the delivery of case manager assignments.

This training is only open to individuals who are in post or about to take up a post as a case manager in the MF:MC programme.

For more information please see: <https://communityjustice.scot/learning-hub/>.

Moving Forward: Making Changes (MF:MC) Practitioner

This 15 day course is scheduled over three working weeks and comprises joint training between Community Social Work and the Scottish Prison Service. The course prepares workers to deliver the MF:MC programme in both community and custodial settings. This is an assessed course where participants are rated using the practitioner competency rating scale. Delegates will begin by exploring the Good Lives Model, Good Lives Goals and the Integrated Model of Change in the context of core modules.

Week two will focus on healthy sexual functioning, mindfulness and thinking styles.

Week three focuses on psychometrics, learning disability and personality disorders.

This training is only open to individuals who have passed the MF:MC assessment centre.

For more information please see:
<https://communityjustice.scot/learning-hub/>.

Reflective Practice through Action Learning Sets



Action learning is a form of peer consultation involving people talking and learning in small groups (or sets). Members share experiences and reflect on subsequent questions from peers to glean new ideas, stimulate critical thinking, identify possible solutions and explore the impacts of acting on these solutions.

This is all done in a non-judgemental safe space where concerns can be aired about practice. It does not replace supervision but may provide ideas and actions for further discussion during supervision.

	For more information please contact Scott Smith or Pete Smith at: Scott.Smith@communityjustice.scot Peter.Smith@communityjustice.scot .
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Unpaid Work Staff Learning Programme



This is a five day course currently in the final stage of design, aimed at the range of staff in Unpaid Work teams and other paraprofessional groupings.

It covers six modules:

- Our Value Base & Community Payback Orders
- Trauma Informed Practice
- Pro-Social Modelling & Motivational Interviewing
- Diversity
- Alcohol & Drug Awareness
- Coaching & Mentoring and Formal Writing Skills.

The courses are at a foundation level, and will focus on core skills, they are interactive, practice based and reflective. They are currently at a pilot stage and at this point will be delivered by CJS with specialised inputs from a wide range of our partners.

The learning outcomes for each module are designed to align with the knowledge base for SVQ level three in Community Justice, (*Working with Offending Behaviour*) and are Trauma Informed, with regard to the NES Trauma Framework.

In the pilot phase, the training will only be open to designated nominated staff from the Unpaid Work teams

The full learning outcomes can be accessed in the CJS proposal to SWS.

For more information please contact James Murphy at James.Murphy@communityjustice.scot.

Restorative Justice (Hate Crime)

This is a three day course currently being piloted, which is aimed at Criminal Justice Social Workers and Police Scotland. This course has been co-created and co-delivered with Rania Hamad, Senior Practitioner, Hate Crime and Restorative Justice at the City of Edinburgh Council and Community Justice Scotland.

Participants will develop an understanding of the specific harms of hate crime and the particular support needs of victims of hate crime in a Restorative Justice process. By the end of the course participants will be prepared for and be able to facilitate Restorative Justice interventions.

The course focuses on applying the theories of Restorative Justice to practice. It is interactive, skills based and trauma informed. The course is based on the principles of Restorative Justice taught by Tim Chapman from Ulster University (visiting lecturer at Strathclyde University).

For more information please contact Gael Cochrane at:
Gael.Cochrane@communityjustice.scot.

Trauma Informed Practice

CJS is supporting and evaluating several learning products around Trauma Informed Practice aimed at practitioners in the community justice sector. These are delivered by private companies, third sector organisations and local authorities. CJS has developed an evaluation framework based on the NES Trauma Skills Framework and National Trauma Training Plan and utilises the Reflective Practice through Action Learning Sets to provide ongoing support to practitioners.

For more information please contact Gael Cochrane at:
Gael.Cochrane@communityjustice.scot.