

Guide to Interventions

Information for Sentencers





Essex CRC is one of the 21 Community Rehabilitation Companies in England and Wales set up to deliver probation services. We cover the county of Essex have offices in Southend, Harlow and Colchester and neighbourhood centres in Basildon, Thurrock and Chelmsford.

Our purpose is to protect the public by delivering effective offender management and rehabilitation services to those who pose a low or medium risk of harm.

Our vision is that the communities we serve will feel and be safer through our work. As well as supervising individuals in custody and in the community, we also provide a suite of interventions to CRC and NPS service users to help them stop offending, settle back into the community and improve their future prospects.

About this guide

This guide contains information on the following non-custodial sentencing options (interventions) we offer to the courts in Essex:

- **Rehabilitation Activity Requirement (RAR)**

- **Accredited Programmes***

- Building Skills for Recovery Programme
- Drink Impaired Driving programme
- Building Better Relationships Programme
- Thinking Skills Programme
- RESOLVE

- **Other Requirements**

- Community Payback (unpaid work)
- Drug rehabilitation requirement
- Alcohol treatment requirement
- Mental health treatment orders

- **Post Release⁺**

- Through the Gate mentoring
- Resettlement Module

*All our non-accredited group work programmes are also available on a one-to-one basis.

⁺ Our portfolio of RAR activity and Accredited Programmes is also available during licence periods and post sentence supervision.

Rehabilitation Activity Requirement (RAR)

The RAR, which was introduced by the Offender Rehabilitation Act 2014, aims to cut reoffending rates by giving individuals more structured support, tailored to their needs. Before sentencing, the National Probation Service will identify to the court the maximum number of activity days required to address the rehabilitation needs of the service user. Once sentenced, a CRC practitioner will carry out a risk and needs assessment with the service user to decide which activities will stop them reoffending in the future.

Essex CRC has a menu of activities available to the courts under the RAR which include, for example, courses aimed at changing behaviour, giving one-to-one support, or help with finding accommodation, employment and training. These activities are delivered by both CRC practitioner and workers from specialist third sector organisations.

The following pages cover the RAR activities available in Essex with an indicated number of RAR days needed to complete the activity.

Step Up to Good Tenancy course

About

This course aims to resolve accommodation issues and to provide practical information and guidance to participants. On completion of the course, participants will be presented with a certificate.

The programme covers:

- information on the type of accommodation available and how to access it
- rights and responsibilities as a tenant
- budgeting effectively (including information on the costs associated with utilities)
- how to be a good tenant
- avoiding eviction.



Accommodation one to one provision

About

This service is for those who require a more intensive level of support following custody or who are on a community sentence. An assessment with a Community Integration Officer is available during which an accommodation action plan will be devised.

The service may include:

- applying for new accommodation (including searching for accommodation, application forms, arranging for interviews)
- making benefit claims and applications to rent deposit schemes and other funding streams
- support with accessing emergency accommodation on the same day
- contacting family and friends to discuss accommodation options available
- identification of floating support and other community providers who can offer on-going support
- information, advice and guidance on accessing the private rented sector
- intensive advocacy on behalf of individuals with the local authorities and other housing providers
- construction of appeals.



Step Up to Work course

About

This course aims to motivate individuals into accessing education, training and employment whilst providing support and guidance. It also introduces the topic of disclosing convictions (including reference to the Rehabilitation of Offenders Act) and offers individuals the opportunity to practice interview skills and techniques. On completion of the course, participants will be presented with a certificate.

The course covers:

- understanding the benefits of education training and employment
- identifying transferable skills
- building a CV
- identifying the blocks to education, training and employment
- providing the participants with a plan of action and support to achieve their goals.



Education, Training and Employment (ETE) one-to-one provision

About

The service is for those who require a more intensive level of support following custody or who are on a community sentence. An assessment with an Community Integration Officer is available during which an ETE action plan will be devised.

The service may include:

- support to find employment and volunteering opportunities
- support to engage in learning, training and skills development
- sustaining existing employment
- local labour market awareness and access to employers
- application support including CV writing, interview skills and obtaining suitable references
- support to confidently present self to an employer
- specialist referral and brokerage (including employers, learning provision, community organisations, Job Centre Plus.)
- support to develop entrepreneurial skills.



Step Up to Money Management

About

This course is for individuals with finance, benefit and debt (FBD) needs. It offers information, advice and guidance on money management. On completion of the course, participants will be presented with a certificate.

The course covers:

- claiming benefits
- managing debt
- budgeting
- financial inclusion, including bank accounts and insurance
- planning for life ahead
- participants will receive a finance, benefit and debt guidance pack which includes template letters, budget plans and basic advice.



Supporting money management one-to-one provision

About

This service involves an assessment with a Community Integration Officer during which an action plan will be devised.

The service may include:

- assistance to understand and claim the correct benefits
- creation of a personal budget
- assistance to freeze any payment plans / mobile phone contracts
- assistance to gain a National Insurance number
- assistance to apply for a bank account / Credit Union account
- support to access more specialist services for bankruptcy
- referrals to wider, mainstream or specialised support services for assistance with debt management
- assessment of debts and arrangement of a re-payment plan(s)
- support to appeal any benefit sanctions or benefit underpayments
- advocacy to access insurance products.



Substance misuse mentoring

About

This is a volunteer mentoring service on a one to one basis designed to assist service users' engagement with substance misuse services. An initial assessment with staff from a specialist provider is available, during which an action plan is devised.

Depending on the intensity of intervention (low medium and high) this could include:

- assistance with practical life skills
- assistance with appointments
- supported referral and accompaniment to agency appointments
- help to combat social isolation.

Available:

Southend and Thurrock only.



Family Course

About

This four session course improves understanding of how offending affects families, friends and children both practically and psychologically. It identifies ways in which family life can be a key factor in reducing re-offending.

The course covers:

- the impact of offending behaviour on relationships
- identifying supportive relationships
- maintaining family ties
- parenting skills
- making a personal action plan aimed at nurturing important relationships.



4
Days

Women only mentoring

About

The service provides a women-only mentoring service on a one-to-one basis. By providing a role model, it aims to improve confidence and to provide practical advice and support. The service promotes compliance with the sentence and sign posts the service user into other specialist and universal services.

Depending on the intensity of intervention (low medium and high) this could include:

- assistance with practical life skills
- supported referral and accompaniment to agency appointments
- access to women only drop-in support services providing access financial advice, employability guidance, health improvement, dealing with trauma and abuse.



Women's Programme

About

This programme supports women to increase their self-confidence, self-esteem, assertiveness and physical /emotional well-being. Utilising a trauma informed approach, this work will take place in a women only context and is targeted at addressing the specific needs of women in the criminal justice system.

The programme covers:

- support in improving or maintaining positive relationships
- building confidence & self esteem
- promoting awareness of mental and sexual health and general wellbeing
- identifying and resolving negative or addictive behaviours
- challenges and setting goals for the future
- meeting needs by non-offending means.



Attitude, Thinking and Behaviour Programme

About

The programme aims to help participants to develop problem solving skills, promote confidence, and encourage pro-social behaviour. Using cognitive behavioural techniques, the sessions allow participants to learn new social skills to help manage change in their lives.

The programme covers:

- self-esteem
- consequential thinking
- anxiety and stress
- health improvement
- thoughts and feelings, and impact of behaviour
- personal responsibility
- developing positive relationships.



Motivational Module

About

This module is targeted at service users who are not currently motivated to change. It aims to increase compliance with the sentence and build motivation to make positive changes, and so helps individuals to complete their sentence successfully. It can be used at the start of the sentence or in response to an episode or developing pattern of non-compliance.

The module covers:

- exploration of what behavioural changes are required
- identifying any barriers to compliance and making strategies to overcome them
- increasing motivation and positive thinking
- developing understanding of the benefits of engaging in rehabilitation.

Group or
one to one work



Family and Parenting Support

About

This service provides a range of support for service users and their families. Having a strong family network can help to reduce re-offending while safeguarding and improving the future life chances of any children in the family.

Support is focused on helping individuals to 'think family' by developing better parenting skills and techniques to resolve any conflict in their relationships.

The service helps participants to:

- build positive relationships with their immediate and extended family
- learn child-centered parenting skills
- deal with any family conflict through mediation and mentoring
- talk about their feelings and experiences through on-to-one and group discussions
- access specialist relationship support and counselling
- discuss their situation and get support both over the telephone and face-to-face with a dedicated support worker.



Women's Hub

About

This service focuses on working with women to develop support networks to increase pro-social behaviours. It provides practical and emotional one-to-one support in a women only context.

The service gives participants:

- dedicated support in a female environment
- help with managing money and debt
- training in areas such as parenting and anger management
- signposting to specialist services that deal with substance misuse, sexual exploitation, domestic abuse, anxiety and depression
- help with getting a job or accessing training and education
- support with personal development such as problem solving, confidence building and motivation
- advice on choosing and maintaining fulfilling relationships.



Victim Awareness

About

Designed to raise awareness the impact of offending behaviour on direct and indirect victims, this course uses cognitive behavioural techniques to explore the consequences of actions, acceptance of responsibility for behaviour and the development of empathy for others.

The course covers:

- exploring how offending behaviour has affected victims (both direct and indirect)
- minimisation, denial and blame
- accepting responsibility for their behaviour and its harmful impact on others.

The service user will also be given the opportunity to work with the Essex Restorative Justice and Mediation Hub, which, when appropriate, will be used for victim conferencing.

Group or
one to one work



Alcohol Brief Interventions

About

Targeted at service users who have problematic alcohol misuse, but are not dependant, Alcohol Brief Interventions is an educational programme that explores what the individual understands about their alcohol consumption and strategies for controlling their drinking. Where a higher level of alcohol misuse is evidenced, Brief Interventions will be used as a motivational tool to encourage engagement with specialist services.

The programme covers:

- increasing general knowledge of alcohol (such as relevant legislation, measurement of units and health)
- considering the personal impact of alcohol misuse
- understanding the links between drinking and harmful behaviour
- identifying strategies for the reduction of alcohol consumption to safe levels.

Group or
one to one work



Building Skills for Recovery Programme

About

Building Skills for Recovery (BSR) is an accredited programme that aims to reduce offending behaviour and problematic substance misuse with a goal of recovery. The programme is targeted at people who have committed offences as a result of their drug and/or alcohol use. It aims to raise awareness of the link between drug use and offending in order to develop motivation for change. It also provides offenders with specific cognitive and behavioural skills to enable them to live a drug/alcohol free life.

The programme is constructed in the following way:

Between 17 and 29 group work sessions.

Delivery Requirements:

- BSR is suitable for male and female offenders who are medium to high risk (OGRS3 50+) and are dependent on one or more illicit substances or alcohol.
- An 18 month Order with an Accredited Programme Requirement is required.

Drink Impaired Drivers Programme

About

This accredited programme is for participants who have offences for driving under the influence of alcohol. It aims to improve knowledge about alcohol consumptions and harmful impact of driving under the influence.

The programme is constructed in the following way:

2 one hour pre group sessions, 14 group work sessions.

The course aims to help participants:

- increase their factual knowledge about the effects of alcohol
- encourage a constructive change in attitude towards the use of alcohol
- encourage positive change in patterns of drinking and related behaviour
- develop more awareness of ways in which to resist undue pressure to drink in excess
- recognise the implications of their drinking on self and others, particularly on victims of road accidents
- increase understanding of the drink-driving offence and of the effect of alcohol on essential driving skills.

Delivery Requirements:

- Aged 18 or over
- A relevant driving related offence
- A 12 month Order with an Accredited Programme Requirement is required

Building Better Relationships

About

The Building Better Relationships Programme (BBR) is an accredited programme designed to reduce re-offending and promote the safety of current and future partners and children. BBR is for adult male perpetrators convicted of a domestic violence related offence against a female partner, who present with a moderate or above likelihood of committing future domestic violence offences.

As well as working with the perpetrator, the victim and current partner (where the current partner is different from the victim) will be offered support throughout the lifetime of the sentence by a specially trained Partner Link Worker (PLW), who works solely with the victim or person at risk to better understand domestically abusive behaviours and develop strategies for staying safe.

The programme is constructed in the following way:

29 sessions delivered by specially trained programme facilitators.

The course aims to help participants:

- get a better understanding of why they use violent and aggressive behaviour
- change behaviour in their relationships
- understand and challenge attitudes and beliefs
- stop abusive behaviour
- develop ways to stop using abusive behaviours in future.

Delivery Requirements:

- 24 month Community Order with Accredited Programme Requirement
- Consent, at Court, from the participant to attend the programme and to provide contact details of the victim and any new intimate partner, and for that person to be contacted safety planning and support.

Thinking Skills Programme

About

Thinking Skills is an accredited cognitive behavioural accredited which has been designed to help participants understand and manage their behaviour to reduce the risk of them reoffending in future. It teaches skills in problem solving, perspective taking and emotional management, and encourages pro-social attitudes, behaviour and goals for the future.

The programme is suitable for addressing general offending behaviour and can also be adapted to address violent behaviour (non-domestic abuse).

The programme is constructed in the following way:

19 sessions delivered by specially trained facilitators, including one to one sessions aimed at developing motivation and reviewing individual progress.

The programme covers:

- goals and values
- offence analysis
- consequential thinking
- emotional awareness
- offence free relationships
- communication and assertiveness
- interpersonal problem solving and negotiation
- perspective taking.

Delivery Requirements:

- An 18 month Order with an Accredited Programme Requirement

RESOLVE

About

RESOLVE is an accredited programme for men who have been convicted of an impulsive violent offence. Using group work, it has been designed to help participants understand and manage their aggressive behaviour so that they don't re-offend in the future.

The programme is constructed in the following way:

4 individual sessions and 23 group sessions, delivered by trained programme facilitators.

The course aims to help participants:

- get a better understanding of why they use violence and aggression
- become aware of how their attitudes and beliefs can affect their behaviour
- develop practical ways of maintaining change once they have finished the course
- create a better life for themselves and other people affected by their behaviour.

Delivery Requirements:

- An 18 month Order with an Accredited Programme Requirement

Community Payback (unpaid work)

About

Community Payback is predominantly a punishment requirement available to the court where the service user completes unpaid work activity for the benefit of their local community. The requirement is set in hours, between 40 [minimum] and 300 [maximum]. Community Payback can be delivered in groups or through individual placements. Unpaid work projects include environmental work, graffiti removal, renovating community buildings, and improving communal areas. Up to 20% of the ordered hours can be used to support educational outcomes, such as literacy and numeracy skills or employability.

Community Payback aims to:

- give those who have offended the opportunity to 'pay back' to their communities for the crimes they have committed
- give participants a routine as well as the opportunity to learn new practical and life skills
- boost individuals' self esteem by working as part of a team and seeing their work valued by the community
- change offending behaviour to prevent future reoffending
- improve local spaces and buildings at no cost to the public.

It may not be possible to secure suitable placements for service users who are assessed as a High of Serious Harm or who have convictions for sexual offences or who are claimants of Employment Support Allowance where there is no expectation to gain employment.

Alcohol Treatment Requirement (ATR)

About

An Alcohol Treatment Requirement can be imposed if alcohol misuse is deemed to be a key contributing factor to the cause of a crime. The court must be satisfied that the individual is dependent on alcohol, is willing to accept the treatment and work towards recovery. A specialist assessor will recommend a particular treatment service which will meet the needs of the individual. A treatment programme lasting six months is usually recommended.

Requirement aim:

ATR is a Requirement in its own right, stopping reoffending by those who are physically dependent on alcohol.

The requirement may involve:

- Pre-detox groups (preparation work)
- Community detox (2 -3 weeks of home visits with daily breath testing included)
- Rehab if suitable
- Post-detox support (groupwork or one-to-one).

Delivery Requirements:

- An alcohol dependency (Physical dependency is identified by AUDIT* as a score of 20+)
- Consent to participate in treatment

*The Alcohol Use Disorders Identification Test (AUDIT) is a test to measure potential hazardous or harmful drinking developed by the World Health Organisation (WHO)

Drug Rehabilitation Requirement (DRR)

About

A drug rehabilitation requirement can only be imposed if a probation practitioner and a specialist drug treatment assessor has recommended it. A treatment programme lasting six months is usually recommended, but a period will be proposed to enable a reduction or elimination of drug dependency. The individual will be monitored through regular drug testing.

Requirement aim:

DRR is a Requirement in its own right, stopping reoffending by dealing with an individual's drug dependency.

Who is suitable:

Those offenders who have a dependency, or a propensity to misuse Class A drugs (primarily Heroin and Cocaine), with a link to offending. The individual must consent to the requirement.

The requirement involves:

- random weekly drugs testing
- one-to-one work
- structured day programme
- engagement with volunteers
- access to community/residential detox and rehab.

Delivery Requirements:

- Drug dependency (usually Class A) which is linked to offending behaviour
- Consent to participate in treatment

Mental Health Treatment Requirement

About

This requires the participant to undergo mental health treatment under the direction of a named health practitioner. This treatment could be carried out in either an inpatient or outpatient setting, but the type and nature of such treatment doesn't need to be specified by the court.

The individual must be assessed by a mental health specialist and should be willing to take part in the treatment programme.

Generic mentoring and 'Meet at the Gate'

About

This service involves matching a service user with a mentor (either a volunteer or peer) who can give the support, advice and guidance a person needs to move on with their life. Support is provided on a one to one basis to help mentees develop their life skills, improve their job prospects and become more financially and emotionally independent.

The service involves:

Advice, support and encouragement from an experienced mentor through regular meetings

- help with practical tasks such as filling in forms or preparing for interviews
- advice on life skills including timekeeping, budget management, healthy living and managing money
- help with accessing healthcare, housing, childcare and benefits
- advice on making the most of local facilities such as sports and social activities
- advice on other support services available.



Resettlement Module

About

This module is delivered to service users within 4 weeks of their release from prison and aims to improve the transition between custody and the community. Service users will be encouraged to set goals for their licence period and identify the key relationships that will support their resettlement.

The module covers:

Expectations for the licence period

- goals and priorities setting
- finding the right people for support
- signposting to special services.

Group or
one to one work



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