

Ostling Training 2024 Course List

Modular practice skills programmes

Assessment practice skills

Learning objectives:

- Define the terms commonly used in assessment
- Identify the key issues in assessment and how this relates to your role
- Analyse offending behaviour and link this to offending related problems
- Identify how to assess and manage risk of harm posed by individuals to themselves and others
- Identify and plan actions to reduce the likelihood of offending and risk of harm

This course has four modules:

1: The principles of assessment

Assessing likelihood of reoffending
Clinical and actuarial assessment methods
Static and dynamic risk factors
Using structured tools such as OASys
Skills and structure for assessment interviews

2: Planning interventions to reduce the risk of reoffending

The link between dynamic risk factors and interventions
Prioritising risk factors for intervention
Building protective factors and responsivity
Collaborative assessment and planning

3: Assessing risk of serious harm

Understanding risk of serious harm
Risk of serious harm categories
Specific risk factors for serious harm
Acute factors and imminent risk
Hidden harm and the importance of professional curiosity
Using professional judgement within a four step assessment approach

4: Managing risk of serious harm

Principles of risk management
Lessons from enquiries and SFO's
Using the four pillars approach to form a risk management plan
When risk changes: responding to significant events
The role of protective factors and control measures such as recall
Using a multi-agency approach to protect victims: roles and responsibilities

Effective practice skills

Learning objectives:

- Describe the basic principles of Core Correctional Practices
- Use communication skills to build rapport
- Create an appropriate and collaborative professional relationship
- Clarify roles, boundaries and expectations
- Apply the principles of Pro-Social Modelling to their practice
- Explain how Cognitive-Behavioural methods contribute to effective practice
- Use Cognitive Behavioural methods to work with criminogenic needs
- Make effective use of structured interventions

This course has four modules:

1: Core Correctional Practices

The principles of Core Correctional Practices
The importance of the collaborative relationship
Elements of an effective working alliance
Rapport building and communication skills
Role clarification and maintaining appropriate boundaries

2: Pro Social Modelling

The principles of pro social modelling
The importance of consistent modelling
Reinforcement: encouraging prosocial attitudes and behaviours
Challenging antisocial attitudes and behaviours effectively
Using feedback to reinforce and challenge

3: Cognitive-behavioural approaches

The principles of the cognitive-behavioural approach
The role of thoughts, feelings and behaviour
Using a cognitive model to target criminogenic needs for intervention
Techniques based on a cognitive-behavioural approach
Practising socratic questioning and cognitive restructuring

4: A structured approach

Principles of structured intervention
Why structure is important for reducing reoffending
Building structure into individual sessions
Using structured exercises: skills practice

Advanced practice skills

Learning objectives:

- Explore motivation and the change process
- Understand different approaches for enhancing motivation
- Practise using a variety of skills to work with people at different stages of the change process
- Identify and practise different approaches for working with resistance and denial
- Integrate the principles of the desistance model into practice
- Understand how to use a collaborative approach to goal setting and smart objectives

This course has four modules:

1: Change and ambivalence

Understanding the change process
The cycle of change
Different challenges at different stages
The role of ambivalence

2: Principles of motivational interviewing

Principles and values of motivational interviewing approach
Evoking change rather than imposing change
Different approaches for different phases
Practising OARS techniques to enhance motivation

3: Working with resistance and denial

Understanding the reasons for resistance and denial
Reframing resistance and denial
MI approaches: confrontation is our goal, not our style!
Using solution focussed approaches
Using techniques such as assumptive questioning to work with resistance and denial
Resistance and denial: links to risk of serious harm assessment and management

4: Collaborative goal setting

Building on change talk
The importance of good goal setting
Using a collaborative approach to set SMART objectives
Incorporating the desistance model
Responding to progress and setbacks
Relapse prevention

One day courses

Dealing with conflict and difficult situations

Learning objectives:

- Understand the different levels and causes of conflict
- Review handling disagreements constructively
- Assess potentially aggressive situations and predict the likelihood of violence occurring
Identify strategies that can be used to reduce the risk of harm in conflict situations
- Practice de-escalation techniques

Contents:

Causes of conflict
Different levels of conflict
What can inflame conflict?
Different responses to conflict
Practising a problem solving approach to conflict
The link between conflict and violent or aggressive behaviour
Identifying the risk factors for potential risks to staff
Spotting the warning signs of escalation
Using techniques to de-escalate potentially dangerous situations
Safety and risk management of violence in the workplace
What to do after a violent incident has occurred

The victim perspective in probation practice

Learning objectives:

- Identify the needs and rights of victims within the Criminal Justice System
- Explain the role and function of the Victim Liaison/Contact Officer
- Understand the personal impact of crime upon the victim and those associated with them
- Practice strategies in working with people on probation to enable them to develop their understanding of the impact of their offence on the victims
- Explain the importance of incorporating the victim into risk assessment and management
- Understand issues involved in balancing the needs and rights of victims and offenders

Contents:

What do victims need?
Victim liaison and victim protection
Probation work and the victim perspective
Using structured exercises to work on victim awareness
A balancing act- keeping the victim in mind
Meeting the needs of victims while working with people on probation

Working with veterans

Learning objectives:

- Know the key facts about ex armed services personnel under probation supervision
- Understand the importance of identification of veterans within the CJS
- Be aware of risk and protective factors linked to military service
- Be able to identify the specific needs of ex armed services personnel
- Understand how to engage and work effectively with veterans under supervision
- Be aware of community resources that can be harnessed to help support successful probation practice with ex armed services personnel

Contents:

Key facts about veterans in the criminal justice system

Issues with identification of veterans within the CJS

Understanding veterans: strengths and risks

The role of probation staff in working effectively with veterans

The role of community resources in working effectively with veterans

Forming an action plan for working effectively with veterans

NB This course was developed in partnership with the Probation Institute

Understanding substance use and treatment

Learning objectives:

- Describe a range of commonly used drugs and their effects
- Explain the risks associated with substance use
- Identify the links between substance use and offending
- Outline the support and treatment options available
- Understand the role of the probation practitioner in working with substance use

Contents:

1: Substance use knowledge

Different drugs, their effects, an introduction to the law and drugs

2: Risks of substance use

Nature of dependence and other risks and other problems associated with substance use, including overdose.

3: Substance use and offending

Links between substance use and offending- dealing, crime to support drug use, links to exploitation and violence, discussion of the legislation relating to drug use

4: Substance use treatment and support

Different types of treatment and support, who provides it and how to get it

5: What is our role?

Different tasks for different roles within the probation service and other agencies

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