



Consulting Circles

Skills Training in Health & Social Care

Addressing Offending Behaviour Training Outline



2012 - 13



1. Introduction

Consulting Circles is a specialist training consultancy delivering therapeutic skills training to health and social care providers across the UK. Set up in 2007 by Sonia Yeandle and Ray Jenkins, Circles is dedicated to providing innovative approaches to workforce development through bespoke training and consultancy services. We provide strategic and operational support with contract management, third sector marketing, recovery initiation and service user advocacy.

Our courses are specifically designed to enhance the capacity of managers and staff of generic substance misuse agencies to deliver high quality, recovery orientated interventions to service users, their families and carers.

At Consulting Circles we place great emphasis on delivering quality services to our clients. Our products are developed from the core skills of our Directors and Associates. We have more than 18 years experience of strategic and operational organisational development, innovative service delivery, contract management and workforce development. Our strength is our knowledge base, providing tangible added value for our clients by achieving measurable results quickly and cost effectively.

Ray Jenkins Dip. Couns. MBA is a former Development Director of CRI, a national social care provider delivering drug & alcohol interventions within the criminal justice system and community. He is a former member of the UK Anti Drugs Co- ordination Unit (UKADCU) advising on the implementation of the Government's 10 year Drug Strategy. He has extensive knowledge of staff and workforce development that is supported by an operational background in delivering integrated treatment systems in the community as well as a range of Criminal Justice initiatives including; DIP, CARAT, DRR, ATR, BSR, P-ASRO and IOM. A qualified Trainer (C&G 7303) Ray has been delivering specialist training to offender manager & key workers since 2008.

Damian Grainer MA: C&G 7303 (PTLLS) Trained in psychotherapy, coaching, substance misuse and management, he has worked within the health and social care field since 2001 and prior to this worked as a manager in the private sector. He has worked both in mental health and substance misuse working across a range of tier 2 and 3 agencies and also has experience of residential therapeutic communities. With particularly strong experience in the implementation and turnaround of large recovery orientated integrated substance misuse services, he also has particular expertise in group work and psychosocial interventions for substance misuse.

Associates

Consulting Circles work with a small number of select associates with senior operational management experience and proven track records in the delivery of social care training and consultancy. We ensure that all our associates have the right skills and qualifications to match an organisation's business and training needs.

2. Course background

The Addressing Offending Behaviour (AOB) course has been specifically developed to enhance the engagement, assessment and recovery planning skills of practitioners delivering Integrated Offender Management (IOM), Drug Intervention Programme (DIP) and Prison based CARAT schemes. A worker's ability to engage quickly and effectively is essential to building client rapport and creating a safe environment where both parties can explore some of the drivers associated with their offending behaviour.

This 2 x day course has been developed to offer frontline practitioners and managers an introduction to a number of evidence based interventions that have proven to be effective in working with the thinking and behaviour cycles of offenders. Our skills based training will increase their awareness as to the potential of motivational interviewing (MI); Node Link Mapping techniques (ITEP) and Cognitive Behavioural Therapy (CBT) to better equip key workers to address offending behaviour as an integral part of the recovery planning process.

Our aim is to provide experienced Criminal Justice workers with an opportunity to deepen their theoretical knowledge of evidence based approaches and to boost their confidence to engage with some of the most resistant and complex client groups.

Learning is participatory and experiential, providing delegates with the opportunity to relate theory to practice. Highly experienced facilitators employ a combination of structured exercises, role play and didactic teaching methods to recreate realistic group scenarios.

The Course will cover:

- The history and development of Criminal Justice based interventions
- The national and local requirements of IOM
- Identification of dynamic risk factors of offending
- Strategise for engagement
- Strength based assessment techniques
- How to combine MI techniques with ITEP mapping formats
- Social and psychological drivers
- The impact offending behaviour has on individuals, families and communities

Our facilitators will be responsible for providing structure, theoretical input, boundaries and safety. You will be asked to contribute to the course content as there is strong emphasis placed on peer learning. Participants are encouraged to discuss examples of their own practice and wherever possible, use examples relating to current or past practice.

There is an expectation to facilitate aspects of the course in pairs. Feedback from the facilitator and peers will be given with regard to participants co-working and facilitating skills. Facilitators will constantly review of the processes operating within the group over the two days.

3. Course Outline:

Day 1	Session outline	Learning Objectives
Session 1 9:30 to 11:00	IOM - context & function	<ul style="list-style-type: none"> National IOM requirements Coercion – the window of opportunity? Local offending profiles
Session 2 11:15 to 12:45	What drives offending?	<ul style="list-style-type: none"> Social drivers Psychological drivers Dynamic risk factors
Session 3 1:30 to 3:00	Key engagement skills	<ul style="list-style-type: none"> Building client rapport Strengths based assessment Establishing personal, community & social recovery capital.
Session 4 3:15 to 4:30	Victim Awareness	<ul style="list-style-type: none"> Action, behaviour & Consequence (ABC) The ripple effect Who, Why, What When & How modelling (5WH)

Day 2	Session outline	Learning Objectives
Session 5 9:30 to 11:00	Motivating change	<ul style="list-style-type: none"> What is motivation and what damages/enhances your ability to change.
Session 6 11:15 to 12:45	DARN C developing change talk	D:esire A:bility R:eason N:eed C:ommitment
Session 7 1:30 to 3:00	Node link mapping	<ul style="list-style-type: none"> Combining MI & ITEP skills Free mapping i-map assessment & recovery planning
Session 8 3:15 to 4:30	Skills implementation	<ul style="list-style-type: none"> Case studies & role play using the tools introduced over the two days.

4. Workshop Facilitation

All workshops are facilitated by Ray Jenkins, Damian Grainer or Sonia Yeandle. We will assess each participant's skill level, knowledge and ability, to inform individual continuous professional development. Summary reports and copies of training feedback forms can be provided as part of a structured training debrief.

5. Training Costs

We have scoped the delivery of our 2 x day workshops to accommodate a maximum of 18 and minimum of 12 delegates. Purchasers will be responsible for funding, sourcing and supplying the venue as well as providing delegate refreshments for the duration of the training.

2 x Day Training – maximum 18 x delegates	Unit Cost
Standard delegate rate	180.00
* Reduced delegate rate if 2 or more courses booked	160.00
Managers Implementation Workshop	975.00
Supervision & support per days	450.00
Training preparation, follow up, debrief & report writing	(Inclusive)
Support Materials & course handbooks (upto18)	(Inclusive)
Overnight accommodation per night (Inner/outer London £120)	90.00
Travel charged per mile	40P
Subsistence per day per trainer	20.00
* Venue to be supplied by purchaser	
* Prices are subject to 20% VAT	

Copyright

Copyright of all workshop materials and supporting literature (including course handbook) will be retained by Consulting Circles. Ownership of all pre- course questionnaires and subsequent analysis will automatically be considered the property of the purchaser as will any completed workshop evaluation reports.

Should you wish to enquire further about our courses you can visit our website on www.consultingcircles.com or write to:

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6. Our Customers

Since 2008, Consulting Circles have provided training to:

Albert Centre	Addaction
ADSiS	Barking & Dagenham DAT
Bexley DAAT	Brent DAT
Bradford PCT	Basement Project
Buckinghamshire PCT	Calderdale PCT
DISC	Drug Aid
Grimsby DIP	Luton PCT
East Sussex NHS Partnership	East Sussex DAAT
North Lincolnshire Safer Neighbourhoods	
CRI-Crime reduction Initiatives	
North & Midlands	
London	
South & Southwest Directorates	
HMP Bellmarsh	HMP Bullingdon
HMP Drake Hall	HMP Grendon
HMP Hewell	HMP Lewes
HMP Holloway	HMP Manchester
HMP PARC	HMP Springhill
HMP Stanford Hill	HMP Swaleside
HMP Wormwood Scrubs	HMP YOI Altcourse
HMP YOI Feltham	HMP YOI Rochester
Gateshead PCT	Hammersmith & Fulham DAAT
Hereford DASH	Hull City-Safe
Islington PCT	First Care Health
Lifeline	NECA
NHS Hillingdon	Oasis Partnership
RAPt	
Reading DAAT	Redbridge DAAT
Redcar & Cleveland PCT	Safer Middlesbrough Partnership
Sefton DAAT	SMART Criminal Justice Projects
Shropshire DAAT	South Tyneside PCT
SAAS	Surrey DAAT
South Luton DAAT	Turning Point NE
South Shields SMT	Worcestershire DAAT
South Wales DIP	