

High Risk Offenders Action Plan – narrative version

The following definition of High Risk Offender (HROs) has been agreed:

High Risk of Harm Offenders are those that

- a) have been convicted on indictment of a serious violent or sexual offence,
or
- b) have been convicted of another category of crime that presented high risks to public safety
or
- c) are otherwise considered dangerous because of escalation of a range of concerning behaviours and/ or change in circumstances

AND

- i) the outcome of relevant Risk Assessments
or
- ii) other reports or information held by the Authorities

indicate that the person may continue to present a high risk of serious harm to known persons or to the public at large when in the community.

Cognisance should also be taken of the RMA definition of serious harm below:

“That which is life threatening and/or traumatic and from which the victim’s/ victims’ recovery, whether physical or psychological, can be expected to be difficult or impossible.”

These definitions have been incorporated into CJ Guidance.

The process for the management of HROs is the same for all criminal justice social work clients but the level of intensity and nature of intervention will vary in response to assessed risk and need.

1. Process for identification of HROs

A specific HRO database is in development.

Workers are required to review their caseloads in order to identify case which may potentially meet the agreed definition. These cases are then considered by senior social workers before being added to the HRO database.

The Service Manager has developed a form containing: the definition; details of client; details of how they meet the criteria, for completion by the worker and return to admin to collate. Workers are required to make a nil return if

appropriate. SSWs will ensure that all workers engage in this process. Caledonian/ CSOGP clients will be included if they meet the definition.

Existing cases that meet the criteria for the Grampian Multi-Agency Risk Strategy Structure (MARS), i.e. where there are management of risk issues that require a multi-agency response, will be referred to that route. Cases which are managed within CJSW and do not require multi-agency management will remain in-house.

All HROs should have a Risk Management Plan.

Prioritisation is in line with risk and need. Home visits are carried out on a joint basis if required.

Planned Actions:

- review Risk Management Plans to ensure consistency with LSCMI, MAPPA etc.
- ensure that Risk Management Plans take account of protective factors, as well as risks and strengths
- revise Case Management Plan/ Review forms to be more outcome focussed
- CareJust: Risk Assessments: 'HRO' to be added to drop down list.

Noted - wider issue for the NCJA: all Risk Management Plans and Case Management Plans link into LS/CMI and MAPPA.

Community Service clients will be considered for the future.

2. Impact of Supervision on HROs

HROs are subject to Reviews on a 3 monthly, with a SSW in attendance. HROs, as all offenders, will be fully involved in the Reviews.

Review form to be revised to reflect user assessment of effectiveness of supervision, and to be responsive in terms of identification of barriers etc. for the individual. The form already includes a question about service improvement, and this will be looked at to determine the best use for the information generated by this question. If themes emerge from service user feedback these are to be discussed at Section meetings.

Evaluation is already in place for Caledonian and CSOGP. All offenders are offered the opportunity of completing an exit questionnaire at the end of the supervision period, accessed through "Survey Monkey".

Planned Actions

- QA form to be reviewed to incorporate HRO section
- LS/CMI potential continues to be explored
- Review form to be revised

3. Feedback from, and work with, key partners

CJSW is represented at MAPPA Management Group/ Strategic Group, which is chaired by the Head of Service. The MAPPA Annual Report provides information on partnership working.

Accommodation reviews are held with the SOLO for HROs.

A Police named person is identified for all serious violent offenders.

An NHS single point of contact involved in risk management and non-core MAPPA case discussions.

Planned Actions

The How Good Is Our Team process will elicit feedback from partners and ensure that this is used constructively to contribute to service improvement.

4. Community Understanding

Information on the website is being revised and will signpost users to National Outcomes and Standards etc.

Presentations have been given at SCWB Committees, including adults' sub-committee.

Planned Actions

The realignment of CPO teams to geographical areas will enable the exploration of means of engaging with communities, including community councils and community groups.

5 Risk Assessments/ Risk Management Plans/ Supervision Action Plans/ Review Forms

All documentation is regularly monitored through QA and line management supervision.

All high risk scores should be discussed with a Senior.

The implications of risk assessments and risk management plans should be routinely shared with the offender, with the exception of specific content that may increase the risk for others.

Planned Actions

- All documentation will be revised to be more outcomes focussed
- The risk management plan will be reviewed in the light of the agreed definition
- Processes will be reviewed in the light of the agreed definition
- A QA/ Performance Management/ LS/CMI meeting will be convened, involving a representative from each team

6. Staff

Workers are given regular professional supervision, in line with SCWB policy. The Service Manager is engaged in the process as appropriate and as required.

Additional support needs are identified through line management supervision and QA. These are met in a variety of ways, including: training; additional reading; shadowing; mentoring; additional line management input. Performance management issues are dealt with by means of the SCWB policy, where appropriate.

Staff are given monthly feedback on QA outcomes, which include actions for improvement.

All staff have been recently trained in LS/CMI, most in Risk Matrix 2000 and Stable & Acute.

The majority of qualified social workers have been trained as Caledonian case workers and a significant number as CSOGP case workers.

The knowledge gained through training has wider application, resulting in a well trained workforce in terms of risk assessment and risk management.

A duty Senior is available at all times, with management support from the Service Manager as required.

The Service Manager delivers one to one professional support and supervision to Senior Social Workers.

Planned Actions

- Guidance is in development for workers in terms of understanding and use of risk assessment tools
- Workshops to be developed with reference to LS/CMI. Information awaited from RMA
- Identification of training gaps continues on a worker by worker basis

7. 'Near Misses'

A culture of openness is encouraged, to assist in looking at what went wrong, or could have gone wrong.

Learning reviews are held with other partners to identify both what went well and areas for improvement, including any necessary actions.

8. Chronologies

Lifelines are developed for CSOGP groupwork and also as part of supervision for some HROs.

Further Guidance is to be developed in relation to the use of Chronologies.

9. Child and Adult Protection

All staff are required to have been trained to the correct level of Adult Support and Protection, and to have received GIRFEC training.

Safety plans are in place where required

Support is available from the Adult Protection Unit

10. Leadership

Quarterly meetings are held with Head of Service, who also attends MAAPA 3s. All aspects of performance continue to be reported to the CJSW Improvement Board, which meets on a bi-monthly basis.

11. Continuity of Service

The move to four individual teams and the changes to the allocation system allow reallocation when required. Workers arrange cover during planned absence, on leave or training, for example.

However the considerable increase in workload generated by the introduction of Community Payback Orders (CPOs) has presented a very real challenge in terms of managing unplanned absence. These issues are being discussed at Section meetings.

Some of the HRO cases are co-worked, in line with the risk management plan, so the co-worker takes on responsibility in this instance. However this currently applies to very few of the cases in the CPO teams.

12 Areas for Future Improvement

- Ensure processes exist for exploring/ examining the offence in detail as this is not included in LS/ CMI
- Develop a plan and programme for serious violent offenders who do not fit into Caledonian – potential to include Caledonian elements/ Anger Control Training
- Agree reporting system for HROs to SCWB Committee.