



LAURUS
DEVELOPMENT

SFJ Awards Level 4 Certificate
in
Community Rehabilitation (QCF)



Modules

The qualification has a knowledge unit covering that which all learners need to know and understand to deliver community rehabilitation and assessed practice units. The unit titles and associated learning outcomes are:

Understanding rehabilitation in the community

1. understand the legislative and organisational policy context of community rehabilitation work
2. understand how to engage communities, neighbourhoods and families in supporting community rehabilitation
3. understand how to develop trusting relationships with individuals and motivate lives free from crime
4. understand how to manage group work activity
5. understand domestic abuse in the context of rehabilitation
6. understand how to support women in the criminal justice system
7. understand the impact of substance misuse on the risk of reoffending
8. understand the impact of mental health on the risk of reoffending

Engage individuals in their rehabilitation journey

1. be able to engage and motivate individuals in their rehabilitation journey
2. be able to guide individuals' rehabilitation journey and their desistance from offending
3. be able to drive the progress of individuals' rehabilitation plans
4. be able to work with individuals in developing community connections to support desistance from offending

Provide continuity of services for individuals from custody into the community

1. be able to assess individuals' circumstances in line with organisational procedures
2. be able to manage individuals' resettlement needs in line with organisational procedures
3. be able to support the involvement of families in the resettlement plan

Assess and manage risk of harm

1. understand principles of risk assessment, risk factors and protective factors
2. understand risk assessment in relation to public protection and safeguarding children and vulnerable adults
3. be able to manage risk of harm
4. be able to manage escalating risk of harm

Work with partners to promote community rehabilitation

1. understand how to work with partners to promote community rehabilitation
2. be able to work with partners to promote community rehabilitation
3. be able to manage risk with partners in promoting community rehabilitation

Who is the qualification for?

The knowledge and skills covered are those of a responsible officer working at the current PSO grade. The knowledge unit, the emphasis on strong and engaging relationships and the enhanced nature of risk-informed practice represent the up-skilling of this group of staff and are positioned at level 4. The remainder of the units are at level 3.

It addresses the core tasks required of a flexible and dynamic workforce.

Responsible Officers may be employed by partner organisations, NPS or by Community Rehabilitation Companies.

How long does the qualification take?

A new recruit, working full time, may typically expect to achieve the qualification within 10 months. Our experience would suggest incorporating learning and qualification with HR processes for induction through to confirmation in post and appraisal. For example:

Month 1: Corporate induction and job orientation

Month 2-4: completion of the role specific learning programme, also offered by LAURUS

Month 2-6: consolidation of learning into practice, organisational performance appraisal (maybe at the end of a formal probationary period), confirmation of preparedness to submit to formal practice assessment

Month 6-10: formal assessment of the practice units leading to full qualification

How will knowledge and practice for this qualification be assessed?

LAURUS offers a fresh approach to assessment that enhances the developmental experience for the learner whilst being cost effective for the organisation. We understand that practitioners need to spend their time working with service users to reduce reoffending and so we are mindful that assessments should be conducted with the minimum disruption to operations.

LAURUS offers a programme of learning, the learning outcomes of which align with the knowledge based unit in the qualification. It addresses areas that a practitioner needs to know and understand. This learning is assessed and quality assured by LAURUS trainers. It is subject to external quality assurance by Skills for Justice Awards.

Using this approach, competent learners will already have 12 credits of the qualification before they undertake assessment of their practice. This is a significant change to previous arrangements which do not formally assess training. The assessment framework manages much more holistically the progress towards qualified practitioner and reduces the subsequent volume of assessment in the workplace. A variety of methods are used to test the knowledge that underpins good practice. For example, online assessments, assignments/case studies and workbooks are all incorporated into the learning programme.

Assessment of practice is further streamlined by

- * confirmation from the employer that a learner is ready for assessment. This will usually be done by the line manager who can confirm that a learner is performing in accordance with role expectations
- * the provision, by LAURUS, of assessment tools that enable the learner to prepare fully for assessment and guide the assessor. This promotes the generation of high quality evidence in an efficient manner
- * the use of an electronic portfolio allowing online access and supporting cost effective assessment.

Practice assessment will be conducted in the workplace with the assessor observing the learner, discussing their work with them and talking to others who have an opinion about their practice (e.g. a line manager, a co-worker, a service-user). They will also examine records and other work products.

More recently, learning delivery and assessment practice has responded to social distancing and other restrictions. This has maintained access and achievement rates

What does the role specific learning programme look like?

LAURUS Development has designed a learning programme to accompany this qualification. Full details can be supplied

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What is the amount of time staff will need to take out of their 37 hour week to undertake practice assessment?

Practice assessment will be provided by assessors who will support learners. Time out of the 37 hour week will be balanced over a 3-4 month period and will include

time for assessment planning, professional discussion and feedback. Each

learner will need 3 days, on average, to prepare and participate in assessment. Observations of work with service users will need to be planned to include the necessary permissions of the individual under supervision.

The proviso for this calculation is that learners are confirmed by their employer as 'assessment ready'. With all good intentions, there will be learners who do not meet the level of competence described by the standard. In these cases, remedial development work will be identified and communicated to the employer.

Costs and assessment hours are based on the assumption of a competent individual correctly confirmed as assessment ready by their supervisor.