Pre-Intervention Module Guidance (Structured Interventions)

Background

When people on probation are referred to interventions, they might be experiencing a range of practical, social, emotional and psychological challenges that can affect their readiness to participate. Helping people on probation to get 'group room ready' is an important part of the Probation Practitioner's role. The Probation Service Target Operating Model (TOM)[1] states, "The assessment of programme-ready made by the Probation Practitioner ensures motivational work has been completed and that there are no practical reasons such as ability to attend, substance misuse or work pattern that will prevent an individual from completing the programme" (p. 111). The TOM advises that, "using supervision skills such as motivational interviewing and cognitive behavioural techniques during assessment sessions helps to ready an individual for change" (p. 177). Furthermore, Her Majesty's Inspectorate of Probation also reported[2] that readiness to engage was a key enabler to successful intervention delivery and that some participants benefited from Probation Practitioners using motivational techniques.

What is the Pre-Intervention Module?

The pre-intervention module is designed to help structure conversations that support people's readiness to take part in Structured Interventions. The module enables practitioners to use their motivational skills to help people on probation think about: changes they might want to make, how interventions might support change and how they might overcome barriers to engagement. The booklet has an interactive online format that can also be printed out to let participants record their thoughts in writing and share them with supporters. To create a hardcopy, download the module by clicking the 'download' icon on the bottom right corner of the online version (See Figure 1) and select 'print' from 'more settings' (Alt+F).

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[1] MOJ7350_HMPPS_Probation_Reform_Programme_TOM_Accessible_English_LR.pdf (publishing.service.gov.uk)

[2] HM Inspectorate of Probation (2019). The availability and delivery of interventions (probation services). *HM Inspectorate of Probation Research & Analysis Bulletin* 2019/01
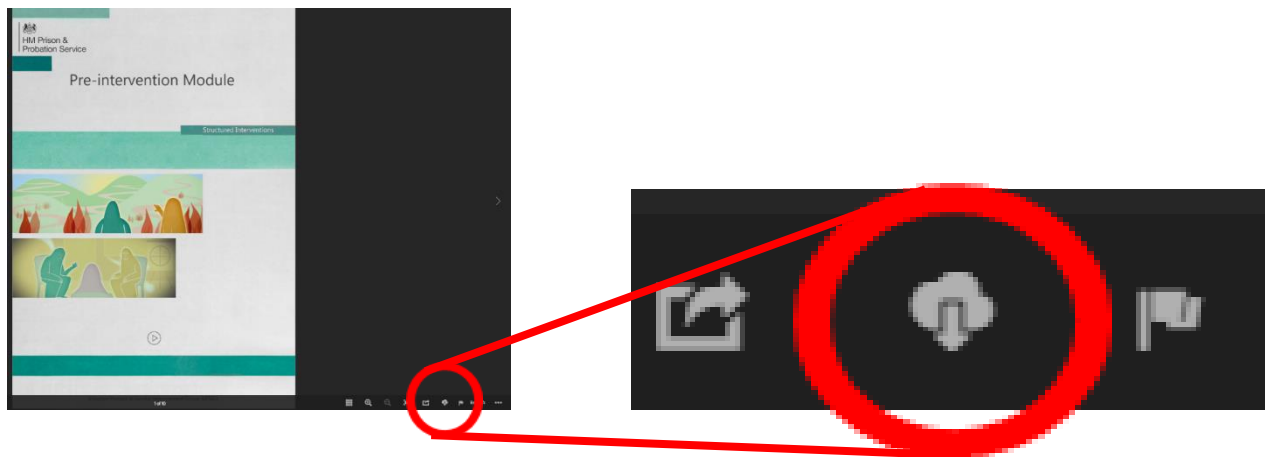
The module is designed to be generic, but it is currently **only mandated as a prerequisite for Structured Interventions**. The module only needs to be completed once, but it can be revisited throughout the sentence if this is deemed to be beneficial by the Probation Practitioner. Completion of the module is counted as a single Rehabilitative Activity Requirement day (no matter how many times it is revisited).

How is the Pre-Intervention Module Delivered?

Whilst the module is designed to be delivered by a Probation Practitioner, Probation Service regions have flexibility in how they choose to implement it and how the interventions team will support and promote its use. The way that participants are supported in completing the module will be tailored to the way interventions are coordinated and resourced in that region. Support can be provided by:

1. Another Probation Practitioner

2. A facilitator appointed by the Programme Manager

3. A peer mentor appointed by the Programme Manager

There are two main steps to the delivery of the pre-intervention module which are described below and within the following walkthrough video:
https://web.microsoftstream.com/video/51fb3854-8696-4d8c-b1ef-08861cb3a214

Step 1: Initial Introduction

You can introduce the pre-intervention module at any stage (e.g., during **induction**) with anyone with a Structured Intervention on their sentence plan.

Using a laptop or mobile device, you can walk the person through the online version of the module. Start at the "**About this module**" page, to give an overview and explain the purpose of the module. Next, click to the **contents page** and demonstrate how to click to each of the four pieces of digital media in the module. Click on the first exercise and **explain the format** repeated throughout the booklet (i.e., a video positioned at the top of the page with questions beneath to prompt participant reflections). Provide the person with a **paper copy** so they can write down their reflections.

Ensure that the person has an **overview of each exercise** topic:

1. The **introductory video** providing a basic overview of what interventions are.
2. The '**Getting Ready**' this video provides a first-person narrative from a group member who's overcome personal challenges to participate in a group. They share their lived experience of the process and what outcomes they experienced as a result of their engagement.
3. '**Working with probation from your home**' provides instructions for people who might participate in interventions on a remote basis.
4. The '**conditions of success**' explains the conditions that all people involved in interventions staff and participants need to adhere to in order to make interventions successful.

Once you have introduced the module, address any potential **technological barriers** that the person might have in accessing in the content. Provide them with the paper version of the module so they can record their reflections. If they do not have access to a suitable device, arrange to have a longer follow-up discussion (Step 2) so you, or someone that you've nominated (e.g., a peer mentor), can take them through each video on a device owned by the Probation Service.
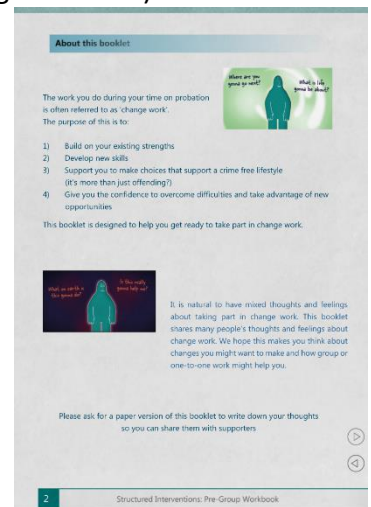
Step 2: Follow-up

Once you have referred the participant to an intervention and they have had the opportunity to record their reflections on the pre-intervention module, arrange a follow-up session. This can be delivered by you, a peer mentor, another Probation Practitioner or a member of the interventions team. If the participant has not yet had the opportunity to review the pre-intervention module, a longer follow-up session can be scheduled to enable the participant to process the content of the module within the session itself.

The follow-up session provides a **genuine opportunity to help people get ready** for an intervention by exploring their reflections on the pre-intervention module. Their written responses in their paper copy will provide a basis for this discussion. The person delivering the session will use **motivational interviewing** and relationship skills identified in the TOM:

> *"listening, empathy, warmth, showing concern and respect, clarity about roles and expectations, being reliable and consistent and conveying optimism about the possibility of change"* (pp. 172)*.*

Make a record of the follow-up discussion on Delius. You can find the instructions for this on EQUIP, by searching for the **Delius briefing note** for the intervention that you have referred the person to (e.g., a Structured Intervention). Delius briefing notes explain how to add the follow-up session as a 'pre-work contact'. The follow-up discussion can be counted as a **Rehabilitative Activity Requirement** (RAR) day.

In all cases, it is essential to maintain an **open channel of communication** between the Probation Practitioner, Treatment Manager and the person on probation. Any unresolved issues that could compromise participation need to be communicated to relevant parties. If there are doubts about readiness, the Probation Practitioner may reassess and re-evaluate the priorities and choices of activities on the sentence plan. As stated in the TOM: "Decisions about the right sort of rehabilitative activity at the right time will need to be determined case by case aided by the risk, need and responsivity principles" (pp. 177).

The pre-intervention module aims to maximise positive outcomes for participants by assessing and promoting readiness to engage. If you have any questions about the module, please contact a Treatment Manager responsible for Structured Interventions in your region.

The following video provides insight from a practitioner who has delivered the module: https://web.microsoftstream.com/video/563d2de0-0d9f-4a79-b4fe-b883476fde83