

# Probation Qualifications Framework – towards a Qualified Workforce

The new Probation Qualifications Framework provides work-based pathways to qualify as either a Probation Services' Officer (PSO) or as Probation Officer (PO).

## What will a Probation Services' Officer be able to do on the first day after qualification?

At the point of qualification, a Probation Services' Officer should be able to demonstrate, within a context of protecting the public and reducing reoffending, the ability to:

- assess risk of harm to others and need for interventions
- value diversity
- communicate effectively with people
- support offenders to change
- work effectively with others
- develop own knowledge and skills
- work towards performance outcomes in one of the specialist pathways.

## What will a Probation Officer be able to do on the first day of appointment?

In addition to the skills acquired as a PSO, a PO will need to demonstrate an ability to:

- protect the public and manage offenders who present a high risk of harm to others
- influence offenders to change harmful behaviour
- continuously develop professionally

- promote equality and diversity
- work to the principles of evidence based practice.

## POs and PSOs will also be able to demonstrate

- Knowledge of probation policy and enforcement procedures, and of the key legislation setting out the framework of custodial and community sentences.
- Understanding of the causes of crime and management of offending behaviour.

## How do you access the qualifications?

To qualify as a PSO the Vocational Qualification Level 3 Diploma in Probation Practice\* needs to be gained.

Access to this qualification is open to all PSOs.

To apply for Probation Officer posts:

### either

The Honours Degree in Community Justice and Vocational Qualification Diploma in probation practice at Level 5\*

### or

*(For graduates with a relevant honours degree: Criminology, Police Studies, Community Justice, Criminal Justice)*

The Graduate Diploma in Community Justice and Vocational Qualification Level 5 Diploma in Probation Practice\* needs to be gained.

Access to the Honours Degree or Graduate Diploma is subject to recruitment and selection.

\* All qualifications are undertaken whilst candidates are based in the work place and integrate both theory and practice.

**For further information contact your local Probation Headquarters or <http://www.probationtraining-midlandsconsortium.org.uk/officer/pqf.html>**



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# Access to Probation Qualifications

# Probation Qualifications 2010 Employer options – Routes to Qualified Workforce

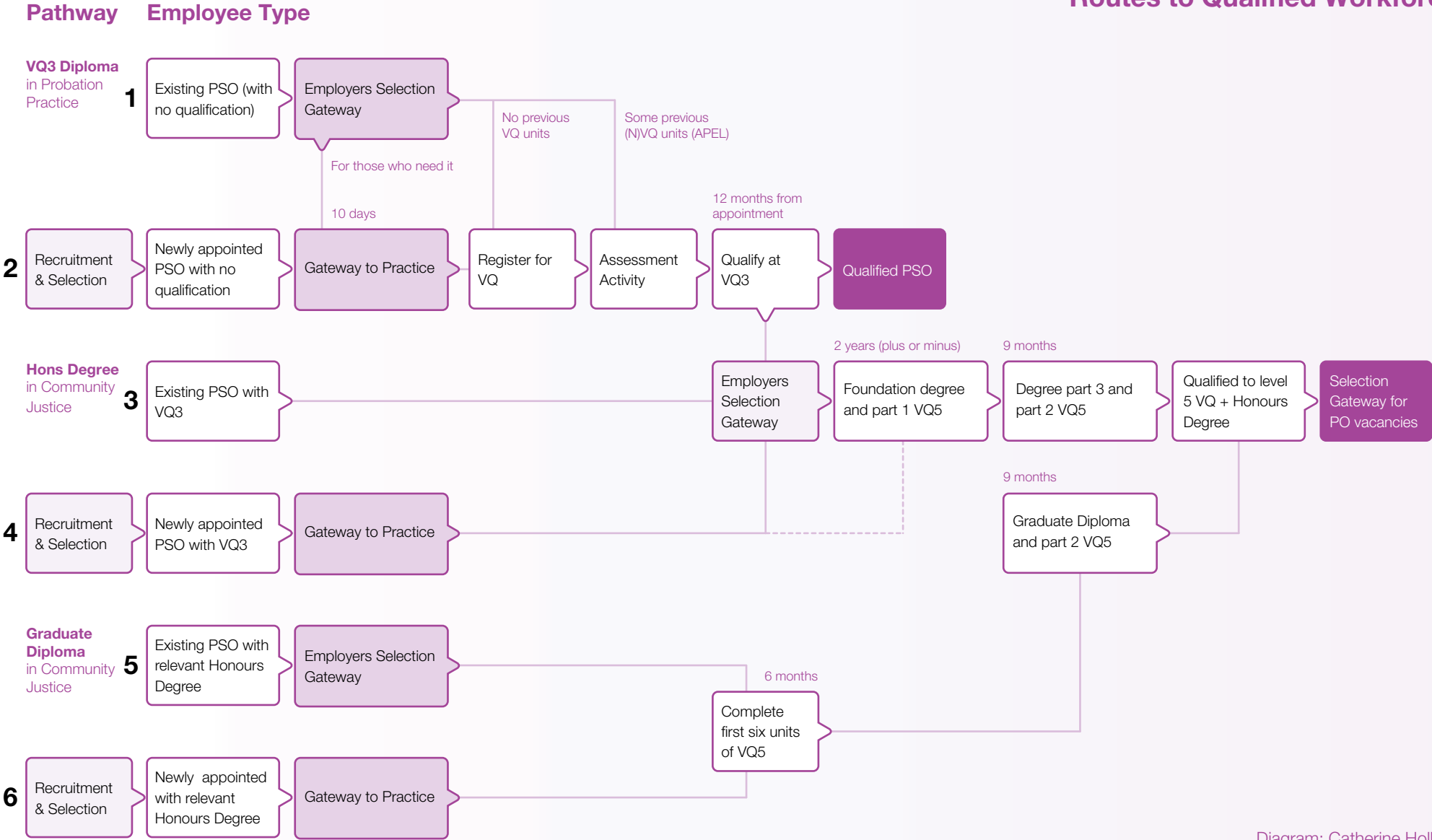


Diagram: Catherine Holland