

Programme Training Information

Core Skills Training

Who is it for?

Staff who will be required as part of their work duties to facilitate Offending Behaviour Programmes. This event trains staff in the core skills required as a starting point to facilitate any of the Offending Behaviour programmes in the probation service.

What do I need to have done?

You must have passed the Assessment Centre for facilitators which will be arranged by your area programme manager or training department. Some general reading around the subject of 'What Works' and programmes research would also be helpful. You will find a range of information on EPIC or the internet.

What does it qualify me for?

To attend a range of programme specific training courses. You do not have to retake this core skills training provided your competent level of practice is maintained.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need at the time.

What is covered?

Information about the theory behind accredited programmes, including cognitive behavioural theory. A range of motivational and questioning skills combined with an understanding of the way people approach changes in their behaviour. All of which will help prepare you for a range of programme specific training courses

Who will train me?

Trainers approved by your Regional Training Consortium. They will often be experienced programme facilitators who have passed an assessed train the trainer course.

Is it assessed / how?

Yes, by observation of learning and practice during the training course.

Where does it take place?

Courses are run at probation venues, commercial training centres or hotels with conference facilities. Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

How will I be nominated to attend?

You have to be nominated by your training dept with the support of your line manager. If you are nominated please inform your training dept of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	Thinking Skills Programme
Description of Programme	An offence-focused programme that aims to reduce risk by engaging, motivating, coaching, responding to individual need & building continuity
Programme Sessions	The programme is 19 sessions long and is divided into 3 modules; Self Control, Problem Solving and Positive Relationships
Facilitator Training Requirement	Core Facilitator Training followed by 5 day TSP facilitator training.

What is it?

A five day training course that aims to equip you with the knowledge and skills needed to deliver the Thinking Skills Programme. The course builds upon the Core skills module.

Who is it for?

Staff who will be facilitating the Thinking Skills programme and who have been nominated to the training by their area training department.

What do I need to have done?

You must have been assessed as ‘ready to progress’ at the end of the Core Skills Training.

Is the course assessed / how?

Yes, by observation of learning and practice during the training course.

What does it qualify me to do?

If you are assessed as ready to progress at the end of the course you will then be able to facilitate the Thinking Skills Programme, initially as a probationary facilitator, under the supervision of your programme and treatment managers.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need in your region at the time.

Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

What is covered?

Building on the skills developed during Core Skills training this course will give you the opportunity to learn about the content of the Thinking Skills programme, and how core skills apply to the effective implementation of TSP with offender groups. You will practice applying core skills to your work with TSP. Theory and practice will be explored to explain why the programme is structured in a particular way to meet specific learning targets.

Who will train me?

Trainers approved by your Regional Training Consortium. They will often be experienced programme facilitators who have passed an assessed train the trainer course for the programme.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	One to One
Description of Programme	Teaches a range of problem solving skills in order to change behaviour and the underpinning thoughts. Attitudes and values related to offending.
Programme Sessions	21 sessions of 1 to 1.5 hours.
Facilitator Training Requirement	Core Facilitator Training followed by 5 day One to One facilitator training.

What is it?

A five day training course that aims to equip you with the knowledge and skills needed to deliver the OTO programme. The course builds upon the Core skills module.

Who is it for?

Staff who will be facilitating the OTO programme and who have been nominated to the training by their area training department.

What do I need to have done?

You must have been assessed as 'ready to progress' at the end of the Core Skills Training.

Is the course assessed / how?

Yes, by observation of learning and practice during the training course.

What does it qualify me to do?

If you are assessed as ready to progress at the end of the course you will then be able to facilitate the OTO programme, initially as a probationary facilitator, under the supervision of your programme and treatment managers.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need in your region at the time.

Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

What is covered?

Building on the skills developed during Core Skills training this course will give you the opportunity to learn about the content of the OTO programme, and how core skills apply to the effective implementation of OTO with the offender. You will practice applying core skills to your work with OTO. Theory and practice will be explored to explain why the programme is structured in a particular way to meet specific learning targets.

Who will train me?

Trainers approved by your Regional Training Consortium. They will often be experienced programme facilitators who have passed an assessed train the trainer course for the programme.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

PROGRAMME	Cognitive Skills Booster
Description of Programme	Designed to reinforce learning from general offending programmes, through skills rehearsal and relapse prevention.
Programme Sessions	10-12 x 2-2.5 hour sessions depending on group size – normally 10.
Facilitator Training Requirement	You will be an experienced facilitator with Think First or Enhanced Thinking Skills and will need to complete the application process to be eligible for the 5 day CSB training.

What is it?

A five day training course that aims to equip to deliver the CSB programme. You will be an experience GOBP facilitator and the training will show how your existing skills will be used to deliver the booster programme.

Who is it for?

Staff who will be facilitating the CSB programme and who have been nominated to the training by their area training department.

What do I need to have done?

You must be an experienced facilitator in one of the General Offending Behaviour programmes and have completed the application process for the training (details from your regional consortium).

Is the course assessed / how?

Assessment is by viewing tapes selected from your first to CSB programmes following the training.

What does it qualify me to do?

You will be able to deliver the CSBP to offenders.

How long will it be?

Training courses are normally arranged for 8 people with one or two trainers and last for 5 working days. There may be less people on your course depending on the training need in your region at the time.

Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

What is covered?

Building on your skills as a GOBP facilitator this course will give you the opportunity to learn about the content of the CSB programme, and how your skills will be used in a flexible and imaginative way to implement the programme, including ‘challenges’ in which offenders apply skills they have learned on a GOBP to real life examples which they bring to the group.

Who will train me?

Trainers approved by your Regional Training Consortium. They will often be experienced programme facilitators who have passed an assessed train the trainer course for the programme.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	Women's Acquisitive Crime
Description of Programme	Based on MI techniques – works with women in each stage. Emphasis on emotional management and building healthy relationships.
Programme Sessions	31 sessions of 2 hours each. Additional work will be needed for the higher risk women or those with greater need.
Facilitator Training Requirement	Core facilitator training followed by 5 day Woman's Acquisitive Crime training.

Who is it for?

Facilitators who will be implementing the Women's' Acquisitive Crime Programme with female offenders.

What do I need to have done?

You will need to be an experienced facilitator or to have completed the CORE Skills facilitator training. Prior to attending the Core training you will have to have completed the Core Assessment Centre.

What does it qualify me for?

Successful completion of the WAC Programme training will qualify you to being implementing the programme under the supervision of a treatment manager. You will normally undertake your first programme.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need at the time.

What is covered?

This is the first programme internationally which was commissioned and designed specifically for women offenders. The training will cover the theory underpinning the programme, including the theory outlining the perceived differences between women's and men's offending which underpins the design of the programme. You will have the opportunity to practice exercises from the programme both from the perspective of a facilitator and participant.

Who will train me?

Training will be undertaken by the programme designers, or by experienced facilitators who have been trained and approved by the programme designers.

Is it assessed / how?

Yes, by observation of learning and practice during the training course.

Where does it take place?

Courses are run at probation venues, commercial training centres or hotels with conference facilities. Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	Drink Impaired Drivers
Description of Programme	Programme combines cognitive behavioural work and education. Aims to reduce the risk of future drink related driving offences.
Programme Sessions	14 sessions of 2.5 hours to be delivered weekly.
Facilitator Training Requirement	Core facilitator training followed by 4 days Drink Impaired Drivers programme specific training. Knowledge of alcohol misuse would assist.

What is it?

A four day training course that aims to equip you with the knowledge and skills needed to deliver the DIDP programme. The course builds upon the Core skills module.

Who is it for?

Staff who will be facilitating the programme and who have been nominated to the training by their area training department.

What do I need to have done?

You must have been assessed as ‘ready to progress’ at the end of the Core Skills Training.

Is the course assessed / how?

Yes, by observation of learning and practice during the training course.

What does it qualify me to do?

If you are assessed as ready to progress at the end of the course you will then be able to facilitate the DIDP programme, initially as a probationary facilitator, under the supervision of your programme and treatment managers.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 4 working days. There may be less people on your course depending on the training need in your region at the time.

Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

What is covered?

Building on the skills developed during Core Skills training this course will give you the opportunity to learn about the content of the DIDP programme, and how core skills apply to the effective implementation of DIDP with offender groups. You will practice applying core skills to your work with DIDP. Theory and practice will be explored to explain why the programme is structured in a particular way to meet specific learning targets.

Who will train me?

Trainers approved by your Regional Training Consortium. They will often be experienced programme facilitators who have passed an assessed train the trainer course for the programme.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	Addressing Substance Related Offending
Description of Programme	Modular group work programme. Aims to teach offenders the skills required to reduce or stop substance misuse.
Programme Sessions	20 sessions of 2.5 hours. Programme has modular structure. Sessions can be delivered from one to three times per week.
Facilitator Training Requirement	Core facilitator training followed by 5 days ASRO training.

What is it?

A five day training course that aims to equip you with the knowledge and skills needed to deliver the ASRO programme. The course builds upon the Core skills module.

Who is it for?

Staff who will be facilitating the ASRO programme and who have been nominated to the training by their area training department.

What do I need to have done?

You must have been assessed as ‘ready to progress’ at the end of the Core Skills Training.

Is the course assessed / how?

Yes, by observation of learning and practice during the training course.

What does it qualify me to do?

If you are assessed as ready to progress at the end of the course you will then be able to facilitate the ASRO programme, initially as a probationary facilitator under the supervision of your programme and treatment managers.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need in your region at the time.

Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

What is covered?

Building on the skills developed during Core Skills training this course will give you the opportunity to learn about the content of the ASRO programme, and how core skills apply to the effective implementation of ASRO with offender groups. You will practice applying core skills to your work with ASRO. Theory and practice will be explored to explain why the programme is structured in a particular way to meet specific learning targets.

Who will train me?

Trainers approved by your Regional Training Consortium. They will often be experienced programme facilitators who have passed an assessed train the trainer course for the programme.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	Offender Substance Abuse Programme
Description of Programme	Modular group work programme. Aims to teach offenders the skills required to reduce or stop substance misuse.
Programme Sessions	26 sessions of 2.5 hours. Programme has modular structure. Can be delivered from one to three times per week.
Facilitator Training Requirement	Core Facilitator Training followed by 5 day OSAP facilitator training.

What is it?

A five day training course that aims to equip you with the knowledge and skills needed to deliver the OSAP programme. The course builds upon the Core skills module.

Who is it for?

Staff who will be facilitating the OSAP programme and who have been nominated to the training by their area training department.

What do I need to have done?

You must have been assessed as 'ready to progress' at the end of the Core Skills Training.

Is the course assessed / how?

Yes, by observation of learning and practice during the training course.

What does it qualify me to do?

If you are assessed as ready to progress at the end of the course you will then be able to facilitate the OSAP programme, initially as a probationary facilitator under the supervision of your programme and treatment managers.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need in your region at the time.

Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

What is covered?

Building on the skills developed during Core Skills training this course will give you the opportunity to learn about the content of the OSAP programme, and how core skills apply to the effective implementation of OSAP with offender groups. You will practice applying core skills to your work with OSAP. Theory and practice will be explored to explain why the programme is structured in a particular way to meet specific learning targets.

Who will train me?

Trainers approved by your Regional Training Consortium. They will often be experienced programme facilitators who have passed an assessed train the trainer course for the programme.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	Community Sex Offender Groupwork Programme
Description of Programme	Aims to reduce offending by adult male sex offenders.
Programme Sessions	50 hour induction module. Low risk / low deviancy men then go directly to 50 hour Relapse Prevention Programme. High risk / high deviancy men undertake full programme (240 hours) consisting of 6 modules. Men who have successfully completed Prison SOTP can go directly to the Relapse Prevention programme.
Facilitator Training Requirements	Facilitators must have completed the 3 day Offender Manager training, 5 day Fundamental training followed by 5 day programme specific training. Facilitators must complete a programme Assessment Centre before being considered for Fundamental training.

Sex Offender Treatment Programme / Offender Manager Training

What is it?

A three day training course that aims to equip you with the knowledge and skills needed to supervise sex offenders who attend a sex offender treatment programme (SOTP) such as CSOG/P, N-SOG/P or TV-SOG/P.

Who is it for?

Staff who will be offender managers in respect of offenders who are required to attend one of the SOTP programmes. Staff will have been nominated to the training by their area training department.

What do I need to have done?

You will be an offender manager qualified to work with level 3 and 4 tier cases.

Is the course assessed?

No, but examples of excellent practice or practice which causes the trainers concern will be reported to areas, via the regional Effective Practice Training Manager.

What does it qualify me to do?

You will be able to work with sex offenders who have a requirement to attend an SOTP programme.

How long will it be?

The training course lasts for three days, in a group of up to 25 colleagues. There may be less people on your course depending on the training need in your region at the time.

Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live. This will need to be agreed by your area training department.

What is covered?

The training provides an introduction to the way in which SOTP programmes work, and how offenders can be best prepared for the programme, how they should be supervised during attendance, and how work should be followed up once they complete. Issues of working with denial and enhancing motivation to change are dealt with in some detail.

Who will train me?

Trainers will be experienced in the field of work and will have passed a nationally approved Train the Trainer course. Trainers are subject to continuous assessment.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

SEX OFFENDER TREATMENT PROGRAMME FUNDAMENTAL TRAINING

What is it?

A five day training course arranged that aims to equip you with core knowledge and skills for working with Sex Offender Treatment programmes (SOTP). Prior to facilitating a programme you will need to attend another 5 day 'programme specific' training event for the SOTP run in your region - CSOG/P, N-SOG/P or TV-SOG/P.

Who is it for?

Staff who will be facilitating one of the SOTPs and who have been nominated to the Regional Training Consortium by their area training department.

What do I need to have done?

You must have attended the three day Case Manager Training for your SOTP, and have passed the programme specific assessment centre. You will have given thought to the idea of being a SOTP facilitator and will have received a briefing by your line, programme or training manager.

Is the course assessed / how?

Yes, by observation of learning and practice during the training course.

What does it qualify me to do?

If you are assessed as 'ready to progress' you will be eligible to attend the 5 day programme specific training.

How long will it be?

Training courses are normally arranged for 20 people with a minimum of 2 trainers and last for 5 working days. There may be less people on your course depending on the training need nationally at the time.

The training is usually residential. If this causes you concern, or you live close enough to the venue to travel daily, please discuss this with your line and/or training manager.

What is covered?

The theory and research behind the SOTPs will be explained in some detail. You will learn about, and practice, the core skills required to work with offenders using the SOTP programmes.

Who will train me?

Your course facilitators will be experienced trainers and practitioners in the field of work and will have passed a nationally approved Train the Trainer course. Trainers are subject to continuous assessment.

SEX OFFENDER TREATMENT PROGRAMME SPECIFIC TRAINING

What is it?

A five day training course that aims to equip you with the knowledge and skills needed to implement a Sex Offender Treatment programme with a group of offenders. There are three programmes run in different regions – CSOG/P, N-SOG/P or TV-SOG/P.

Who is it for?

Staff who will be facilitating one of the SOTPs and who have been nominated to the Regional Training Consortium by their area training department.

What do I need to have done?

You must have attended the SOTP Foundation Training event and have been assessed as suitable to progress. You will have given thought to the idea of being a SOTP facilitator and will have received a briefing by your line, programme or training manager.

Is the course assessed / how?

Yes, by observation of learning and practice during the training course.

What does it qualify me to do?

If you are assessed as 'ready to progress' you will be eligible to run groups in the community alongside an experienced facilitator.

How long will it be?

Training courses are normally arranged for 11 people with a minimum of 2 trainers and last for 5 working days. There may be less people on your course depending on the training need nationally at the time.

The training is usually residential. If this causes you concern, or you live close enough to the venue to travel daily, please discuss this with your line and/or training manager.

What is covered?

The theory and research behind the SOTPs will be explained in some detail. You will learn about, and practice, the core skills required to work with offenders using the SOTP programmes.

Who will train me?

Your course facilitators will be experienced trainers and practitioners in the field of work and will have passed a nationally approved Train the Trainer course. Trainers are subject to continuous assessment.

Programme	I-SOTP (Internet Sex Offender Treatment Programme)
Description of Programme	Aim to reduce offending by non-contact internet sex offenders.
Programme Sessions	70 hours focusing on internet related offending.
Facilitator Training Requirement	Experienced C-SOGP facilitators can attend the 3 day iSOTP training.

Who is it for?

Qualified facilitators in any of the 3 community SOTPs.

What do I need to have done?

Attended and passed the relevant training for the SOTP run in your area/region.

What does it qualify me for?

Run the I-SOTP programme either with groups or individuals.

How long will it be?

3 days.

What is covered?

The theory behind why and how people use the internet to commit sexual offences.

Who will train me?

Experienced area/regional staff who are experienced SOTP facilitators and have passed a nationally organised Train the Trainer event.

Is it assessed / how?

No but any excellent or worrying practice which is disclosed will be reported on.

Where does it take place?

Events will be organised within your region.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. Training places are limited and expensive so if you are subsequently unable to attend please tell your training department immediately and help us to avoid unnecessary wastage of money and training resources.

Programme	Controlling Anger and Learning to Manage It (CALM)
Description of Programme	Aims to reduce aggressive and offending behaviour which is related to poor emotional management through teaching social skills, emotional management techniques and REBT.
Programme Sessions	24 sessions of 2 –2.5 hours.
Facilitator Training Requirement	Only experienced facilitators can attend the 5 day training for CALM.

Who is it for?

Experienced facilitators who have been nominated by their line manager/training department.

What do I need to have done?

Delegates will be expected to have experience in facilitating other programmes.

What does it qualify me for?

You will be able to commence working with offenders on the CALM programme, under the supervision of a Treatment Manager. You will normally run your first programme with an experienced facilitator.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need at the time.

What is covered?

You will learn about the theory underpinning the CALM programme and content of the programme. You will have the opportunity to practice and experience exercises from the programme both from the point of view of a facilitator and participant.

Who will train me?

Trainers will usually be CALM facilitators who have passed a train the trainer event and have been approved for training other staff. Trainers will always be deployed under the supervision of a regional Effective Practice Training Manager.

Is it assessed / how?

Yes, by observation of learning and practice during the training course.

Where does it take place?

Courses are run at probation venues, commercial training centres or hotels with conference facilities. Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.

Programme	Integrated Domestic Abuse Programme
Description of Programme	CBT Offender focussed, challenging attitudes and beliefs. Teaches non controlling behaviour strategies, and enhanced victim empathy. Includes interagency risk assessment/info exchange management; victim contact; proactive case management and core groupwork.
Programme Sessions	27 group sessions of 2 hours, delivered weekly, modular rolling programme; 13 individual sessions including pre and post.
Facilitator Training Requirement	Successful completion of Core Skills followed by 5 day IDAP facilitator training. Must have knowledge of domestic violence issues and complete a domestic violence specific assessment centre.

Who is it for?

Staff who will be required as part of their work duties to facilitate the men's group work as part of the Integrated Domestic Abuse Programme. This event builds on existing group work skills domestic; violence knowledge; and attitudes consistent with the programme. It is not suitable training for anyone completely new to work with offenders and/or new to the area of domestic violence.

What do I need to have done?

You must have passed the Assessment Centre for IDAP facilitators. Some general reading around the subject of domestic violence perpetrators and victims of domestic violence and knowledge of the 'Duluth' model would be helpful. You will find a range on information on EPIC or the internet.

In addition you will be expected to have attended the Domestic Violence awareness training and the training to apply the Spousal Assault Risk Assessment tool. It is also useful if you have a good working knowledge of motivational and group work skills.

What does it qualify me for?

If you are assessed as ready to progress at the end of the course you will then be able to facilitate the IDAP men's programme alongside an experienced facilitator.

How long will it be?

Training courses are normally arranged for 16 people with 2 trainers and last for 5 working days. There may be less people on your course depending on the training need at the time.

What is covered?

Participants are introduced to the use of 'critical dialogue', a questioning skill which challenges male perpetrators without the use of confrontational methods; to an understanding of the structure, the content, and some of the tools used. Theory and practice will be explored to explain why the programme is structured in a particular way to meet specific learning targets.

The training includes practice sessions which consolidate the learning and provide evidence of your competence to deliver the programme to offenders.

Who will train me?

Trainers are almost always experienced programme facilitators who have passed an assessed train the trainer course for the programme.

Is it assessed / how?

Yes, by observation of learning and practice during the training course.

Where does it take place?

Courses are run at probation venues, commercial training centres or hotels with conference facilities. Training courses are usually non-residential but you may need to stay over depending on the location and proximity to your usual work place or where you live.

How will I be nominated to attend?

You have to be nominated by your training department with the support of your line manager. If you are nominated please inform your training department of any individual or dietary requirements.

What happens next?

Once you have been nominated you will be notified if you have a place on the training and provided with specific information about the venue and event. If you are subsequently unable to attend please tell your training department immediately or unnecessary costs may be incurred.