



## **Derby City Children and Young People's Services - Working with Harmful Sexual Behaviour**

**Version 4. March 2021**

Devised by Derby Youth Offending Service and the Workforce Learning and Development Team

### **Context.**

This document sets out the AIM 3 model and details how this will be applied across Children's Services within Derby City.

The establishment of a National Youth Justice Board in 1998 provided an opportunity to address the development of services for young people who had harmful sexual behaviours (HSB), in a more strategic and consistent manner and a significant opportunity to build an infrastructure for practice that had so far been missing. There was a 3-year development project (AIM), with the objective of establishing policies, training, and services to young people with HSB. The vision from the outset was that collaboration across agencies and local authority boundaries could enable the establishment of a range of services to meet the diverse needs of these young people and their families. Development work between 2000 -2018 saw the development of a range of models and guidance for practitioners including the AIM 2 model, which has been used for many years. The AIM 2 model has been superseded by the introduction of the AIM 3 model that is now used across the City from 2020.

The AIM 3 Assessment model incorporates new research and practice issues such as technology assisted sexual behaviours, and a change in practice towards the development of a model that does not determine risk simply as low, medium, or high.

The model provides guidance on the relevant information and how to analyse this to develop a profile of the young person, their sexual behaviors, their general functioning, and their context. Through case formulation, the young person's specific needs and risks are identified, leading to more targeted interventions to reduce the likelihood of a repetition of the harmful sexual behaviour.

The Aim 3 model allows assessment to be more fluid, capable of being updated and adapted as progress takes place, or significant new stressors or risks are added to the profile.

### AIM 3: Undertaking Assessments.

The AIM 3 model heavily supports utilising knowledge already gathered on a young person who has sexually harmed, and using other assessments and analytical work to inform the AIM 3 assessment. For these reasons, the best placed persons to complete an AIM 3 assessment is the case holder, and any other professional involved in the case. This could be a support worker, education worker, mentor, or anyone else deemed suitable.

Only one person completing an AIM 3 assessment has to be trained in doing so and will lead the assessment and complete the relevant documentation.

With increased training delivery during 2020 to strengthen staff numbers who undertake AIM 3 assessments, this proposal identifies strategies in order to support, sustain and maintain skills, as well as identifying when further training may be required.

#### The model

The relevance and appropriateness of completing an AIM 3 assessment will be determined largely by Case Workers, Service Managers, Reviewing Officers, MAPPA coordinators and the Criminal Courts.

- The lead agency in the case shall be responsible for undertaking the AIM 3 assessment in the first instance.
- Where an assessment is requested to assist in Criminal Proceedings or where a young person is open to the Youth Offending Service (YOS) for a sexually harmful offence, the assessment will be led by a YOS case worker. Where a young person also has a Social Worker then the assessment shall be completed jointly. The lead agency will be responsible for undertaking the assessment, whether its Early Help, or any other department.
- The lead worker shall identify the most suitable professional to assist with the assessment.
- Any issues or barriers will be reported to the Lead workers Line Manager for escalation.
- It shall be the responsibility of individual workers to inform the Workforce Learning & Development team of AIM 3 assessments that have been completed through a review document, which will be sent from the Workforce Learning & Development team, to the worker and their line manager.

#### Ongoing support and Monitoring

- The Workforce Learning & Development team will send an annual information request form to staff that have attended AIM 3 training, along with their Line Managers, seeking an update on the number of AIM 3 assessments that have been completed.

- A completed matrix of the number of assessments undertaken will then be sent to Deputy Heads and Heads of Service. The information will be broken down into service areas for ease.
- The Workforce Learning & Development team will offer to deliver two refresher sessions each year in April and September, for staff members who require additional support to feel confident in undertaking assessments. Group learning sessions will also be scheduled throughout the training calendar specifically for staff who have undertaken AIM 3 training. These group sessions will offer opportunities to critically reflect and further learn from peers. Information and top tips will also be available on the iDerby learning and development page.
- The above shall be reviewed on an annual basis, with the Workforce Learning & Development team completing an overview report to Deputy Heads and Heads of Service in March in line with the end of year, outlining the following:
  - An overview of staff numbers who reported undertaking an AIM 3 assessment
  - The number of staff who have engaged in refresher training
  - The number of staff who have utilised the group learning opportunities.
  - Currency and recommendation if further training is required to ensure that there are sufficiently trained staff within the organisation

Maintaining a competent workforce in AIM 3 assessment and harmful sexual behaviour intervention.

Working with Young People who sexually harm others, is a fundamental part of work undertaken by the service. It is therefore imperative to have a competent and adequately trained staff group across children's services to undertake assessments and to intervene appropriately.

A review of trained staff who have currency within the organisation will be made annually. This will establish if further training on AIM 3 is required. This will ensure a healthy pool of assessors are available at any given time to complete this work when the need arises and avoid any delay in the process.

Service Managers and trained staff across Children's services will work closely with the Workforce Learning & Development team on the timing, delivery, and staff attendance, regarding all future AIM 3 and harmful sexual behaviour training.

## **Additional training**

In 2021, a one-off training session will be delivered to those staff trained in AIM 3 assessment in the implementation and delivery of focussed intervention with those who sexually harm others, to establish how to support identified needs.

This training will be delivered by The Safer Living Foundation and consists of:

- 2 days training
- Cost £2,000 + materials for a maximum of 20 delegates

### **Training plan**

#### **Day 1**

##### Understanding the client group

Outline of characteristics of client group which will include (but not limited to) prevalence, offence types, demographics, mental health, recidivism, risk factors

What is typical sexual behaviour in YP and how to distinguish typical from atypical

##### Understanding triggers and maintaining factors for HSB

With a focus on trauma and adversity and how these give rise to HSB

##### What works/best practice with this group

Assessment and intervention

#### **Day 2**

##### Using day one to be able to

Put together a formulation for a client to understand the triggers and maintaining factors for HSB

Use formulation to guide intervention

Knowledge and skills within this training will be sustained through continued refresher sessions for AIM 3 trained staff, as outlined below.

### **Partnership working with Action for Children.**

The Action for Children service will provide advice and support to all professionals working with children and young people displaying, or at risk of, harmful sexual behaviour. This will be largely delivered as a consultation. The service is also able to

offer more informal advice where this is suitable. A representative from the Action for Children team will be invited to form part of the scheduled group sessions.

The Action for Children service will in addition support all staff undertaking direct work around harmful sexual behaviour and provide targeted therapeutic interventions for a small number of children and young people where this is appropriate.

The Action for Children service will work closely with Service Managers and the Workforce Learning & Development Team in the reviewing and further improving service provision and delivery.

The Action for Children service may deliver specific training based on service needs as requested.

Any staff request for the above service should be done so via an email to the Action for Children team general email [ask.us@actionforchildren.org.uk](mailto:ask.us@actionforchildren.org.uk). The team are currently offering 3 consultation slots per month.

### **PROCESS MAP FOR AIM 3 ASSESSMENT COMPLETION**

AIM 3 assessment requested by Case Workers, Service Managers, Reviewing Officers, MAPPA coordinators or the Criminal Courts



The lead agency in the case will assume responsibility for undertaking the AIM assessment. *Where an assessment is requested to assist in Criminal Proceedings or where a young person is open to the Youth Offending Service (YOS) for a sexually harmful offence, the assessment will be led by a YOS case worker. Where a young person also has a Social Worker then the assessment shall be completed jointly.*



The lead worker identifies a suitable professional to assist with the assessment and directly makes the request to that person.



The lead worker escalates concerns around delays and barriers to their immediate Service Manager who will address these with priority



The lead worker will contact the Action for Children Service for consultation advice and support as necessary.



The lead worker completes an AIM 3 Assessment within 6 weeks and shares the outcome with other Professionals in accordance with GDPR.

### **PROCESS MAP FOR TRAINING SUSTAINABILITY AND PROVISION**

The Workforce Learning & Development team will contact trained AIM 3 staff and their Line Managers in **February** to request:

- The number of AIM 3 assessments that have been completed in the period.
- The Number of ongoing / outstanding assessments.
- Number of assessments not able to be completed and the reasons.



The Workforce Learning & Development team will provide HOS with an annual report in **April**, which will include the following: -

- An overview of staff numbers who reported undertaking an AIM 3 assessment
- The number of staff who have engaged in refresher training
- The number of staff who have utilised the group learning opportunities.
- Currency and recommendation if further training is required to ensure that there are sufficiently trained staff within the organisation.



The Workforce Learning & Development team will offer to deliver two refresher sessions each year in October and April, for staff members who require additional support to feel confident in undertaking assessments



Group learning sessions will also be scheduled throughout the training calendar specifically for staff who have undertaken AIM 3 training. These group sessions will offer opportunities to critically reflect and further learn from peers. Information and top tips will also be available on iDerby learning and development page.



## **Addendum**

### **Skills and Refresher training AIM 3**

Training delivery in Aim 3 in December 2020 was on a virtual platform due to the COVID restrictions. The feedback attached identified the strength of the training however, also identified some challenges in delivery.

In response to the feedback, Workforce Learning supported by the Youth Offending Service, will deliver a skills and refresher session to those staff members who completed AIM 3 assessment training in December 2020. The training will be scheduled for October 2021, with the view that face to face sessions will then be deliverable.

Youth Offending Service  
Workforce Learning and Development  
March 2021