
Compendium of Offender Behaviour Change Programs

Offender Services & Programs

Offender Management & Programs Division

Corrective Services New South Wales (CSNSW)

Department of Communities and Justice

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Acronyms

Table 1 of Acronyms and their meanings

ACRONYM	Meaning
AA	Alcoholics Anonymous
AOD	Alcohol and Other Drugs
ASU	Additional Support Unit, CSNSW
AVO	Apprehended Violence Order
BOCSAR	Bureau of Crime Statistics and Research
BPD	Borderline Personality Disorder
CBT	Cognitive Behaviour Therapy
CC	Correctional Centre
CDTCC	Compulsory Drug Treatment Correctional Centre, CSNSW
CMA	Crystal Meth Anonymous
CRES	Corrections Research and Evaluation of Statistics, CSNSW
CSNSW	Corrective Services NSW
CVE	Countering Violent Extremism
DBT	Dialectical Behaviour Therapy
DASS	Depression, Anxiety and Stress Scale - Short form
EDRMS	Electronic Document Record Management System
ESO	Extended Supervision Order
EQUIPS	Explore, Question, Understand, Investigate, Practise to Succeed
ESO	Extended Supervision Order
FPS	Forensic Psychology Services
GA	Gamblers Anonymous
HIPU	High Intensity Program Units
HISOP	High Intensity Sex Offender Program
HRMCC	High Risk Management Correctional Centre, CSNSW
IDATP	Intensive Drug and Alcohol Treatment Program
LSI-R	Level of Service Inventory Revised
MAAD	Mothering at a Distance Program
MCAA	Measuring Criminal Attitudes and Associates
MIP	Macquarie Intensive Program
MISOP	Moderate Intensity Sex Offender Program
MOSP	Manager Offender Services and Programs

ACRONYM	Meaning
MSPC	Metropolitan Special Programs Centre, CSNSW
NA	Narcotics Anonymous
NDIS	National Disability Insurance Scheme
OIMS	Offender Information Management System
PCL-R/SV	Hare Psychopathy Checklist - Revised/Screening Version
PPSA	Pre-Program Suitability Assessment
PRISM	Pro-active Integrated Support Model
RNR	Risk Needs Responsivity Principles
RUSH	Real Understanding of Self-Help Program
SAPOs	Services and Programs Officers
SDS	State-wide Disability Services, CSNSW
SMAP	Special Management Area Placement
SOP	Sex Offender Programs
SRP-VO	Self-Regulation Program for Violent Offenders
SSIP	Short Sentence Intensive Program
STABLE-2007	An instrument that measures 13 major areas of stable dynamic risk for sexual offenders
STATIC99R	A ten item actuarial sex offender risk assessment instrument
SVOTP	Sex & Violent Offender Therapeutic Programs staff
TRAS	Custody Triage Risk Assessment Scale
VOTP	Violent Offender Therapeutic Program
VRS	Violence Risk Scale
YAOP	Young Adult Offender Program
YASP	Young Adult Satellite Program

1. Introduction

How the Compendium is organised

This compendium is the approved list of offender behaviour change programs within Corrective Services NSW (CSNSW) that directly or indirectly seek to reduce re-offending.

The compendium organises offender behaviour change programs according to the following groups and criminogenic needs:

- Programs for inmates on remand
- Programs for short-sentenced offenders in custody
- ‘General’ offending programs suitable for all offenders
- Addictions programs
- Aggression/violence programs
- Countering Violent Extremism programs
- Sex offender programs
- Young adult offender programs
- Safe driving programs

In line with the CSNSW Offender Program and Facilitation Standards, the empirically identified criminogenic needs that are targeted in these programs are outlined. For each program, the following is also described:

- Program description
- Eligibility criteria
- Suitability criteria
- Program delivery options
- Pre / post program requirements
- Facilitator training
- Related research

The compendium also includes a number of ‘wellbeing’ programs that are designed to address issues that might indirectly contribute to reduction in risk of re-offending or that might prevent offenders from effectively participating and completing rehabilitative programs, or assist in addressing reintegration needs.

The CSNSW Offender Program & Facilitation Standards

The CSNSW Offender Program and Facilitation Standards (D14/404041) are a set of ‘standards’ established for all offender behaviour change programs. These have been endorsed by the Corrective Services Administrators Council including the Commissioner CSNSW.

This CSNSW Offender Program and Facilitation Standards document sets out the ‘standards’ expected of offender behaviour change programs facilitated within CSNSW as well as the professional practice standards with which staff who deliver programs are expected to comply.

Within this document the CSNSW Program Standards: Conceptual Document details the standards regarding program content in Section 2.

The CSNSW Compendium of Offender Behaviour Change Programs provides evidence for the ways in which we endeavour to meet the standard by containing a summary of the following information for each program:

- The program is based on an articulated model of change, is empirically validated, and has evidence to justify its application to a target group.
- The program addresses identified criminogenic needs of the target group.
- The program’s content and delivery options address the responsivity characteristics of the target group and include strategies to address the individual responsivity needs of participants.
- The program intensity is clearly defined and matches the re-offence risk level of the target group.
- The program documentation comprehensively defines the program including its purpose, monitoring, design and delivery, and implementation.
- More information about how each compendium program meets all of the standards can be found in the individual program manuals or policy and procedure documents.

Principles of offender behaviour change programs in Corrective Services New South Wales

In line with the NSW government’s priorities to reduce re-offending, the goal of CSNSW is to deliver criminogenic programs which will assist offenders to:

- understand the factors that led them to offend
- acquire the skills that enable them to independently manage their risk of re-offending

All CSNSW criminogenic programs are based on a Cognitive Behavioural Therapy (CBT) approach which has been demonstrated as the most effective modality for reducing re-offending (Skeem,

Polaschek, & Manchak, 2009). In all criminogenic programs, offenders will complete an event or offence map linking their choices and behaviour to their offending. They will also complete a self-management plan to assist them to manage their risk of future re-offending and live a positive, pro-social life in the future.

Many of the criminogenic programs 'speak to' each other. For example, each of the moderate intensity EQUIPS (Explore, Question, Understand, Investigate, Practice and Succeed) programs follow the same structure and flow. The five programs in the suite use the same language and model of change e.g. cognitive-behavioural therapy (CBT). The principle is that for each of the specific 20 session programs, the same concepts are repeated to reinforce and build on skills across all the programs.

Moreover, the underlying principle of all criminogenic programs is for offenders to learn and use the same core skills to manage any problematic behaviours in their lives (e.g. aggression or addictive behaviour). The goal is to be able to generalise these new skills across contexts and across any problems they may face in future which may decrease their risk of re-offending.

This principle also extends to the high intensity programs in respect of consistency in language and concepts so there is further opportunity to reinforce similar ideas and skills if greater intensity treatment is required.

Risk, Needs and Responsivity

All CSNSW offender behaviour change programs are based on the Risk - Need - Responsivity principles (RNR) of offender management outlined below (Andrews & Bonta, 2010).

Treatment approaches consistent with the RNR principles have been demonstrated to lead to reductions in sexual offence recidivism (Hanson, Bourgon, Helmus & Hodges, 2009), violent recidivism (Dowden & Andrews, 2000), domestic violence recidivism (Stewart et al, 2014) and general recidivism (Andrews, Zinger et al., 1990).

The Risk principle – Match the level of intervention to the offender's risk of re-offending

This principle establishes that treatment should be reserved for higher risk groups of offenders, as assessed by actuarial assessment instruments. Only minimal, if any, services should be provided to low risk offenders.

The risk assessment used to determine eligibility for the majority of CSNSW programs is the Custody Triage Risk Assessment Scale (TRAS). For Sex Offender Programs, the Static-99R is used to determine risk of sexual re-offending and eligibility for programs; and where necessary the

Violence Risk Scale (VRS) may be referred to in decisions regarding eligibility for the Violent Offender Therapeutic Program (VOTP).

Intervention dosage

As referred to in the CSNSW Offender Program and Facilitation Standards Section 2.4, hours of treatment intensity required to match level of risk is defined as 200 hours for higher risk offenders. The evidence for effective treatment of high risk violent and sexual offenders indicates up to 300 hours may be required to have an impact on risk reduction (Sperber, Latessa and Makarios, 2013).

In most cases, an offender assessed as being at a higher risk of re-offending where an offence would result in return to custody, should participate in a high intensity therapeutic program where they would address all of the identified criminogenic needs for re-offending and meet the dosage required to reduce their future risk in the one program.

The Need Principle – Assess criminogenic needs and target them in treatment

The content of programs should be based on the empirically established risk factors for re-offending (“criminogenic needs”).

Andrews and Bonta (2010) identified eight central risk/need factors (the “Central Eight”) for the development and maintenance of criminal behaviour:

1. *History of antisocial behaviour* characterised by early involvement in a number and variety of antisocial activities and settings.
2. *Antisocial personality pattern*, characterized by impulsive, adventurous, pleasure-seeking, and aggressive behaviours, and callous disregard for others. Associated risks consist of poor self-control, anger-management, and problem solving skills.
3. *Antisocial cognitions*, including attitudes, values, beliefs, and a personal identity favourable to crime.
4. *Antisocial associates* and relative isolation from pro-social individuals.
5. Problematic *circumstances of home* (family/ marital).
6. Problematic circumstances at school or work.
7. Few if any positive leisure activities.
8. Substance abuse.

The Responsivity Principle

This principle establishes that it is important to maximise the offender’s ability to learn from a rehabilitative intervention by providing cognitive behavioural treatment and tailoring the intervention to the learning style, motivation, abilities and strengths of the offender.

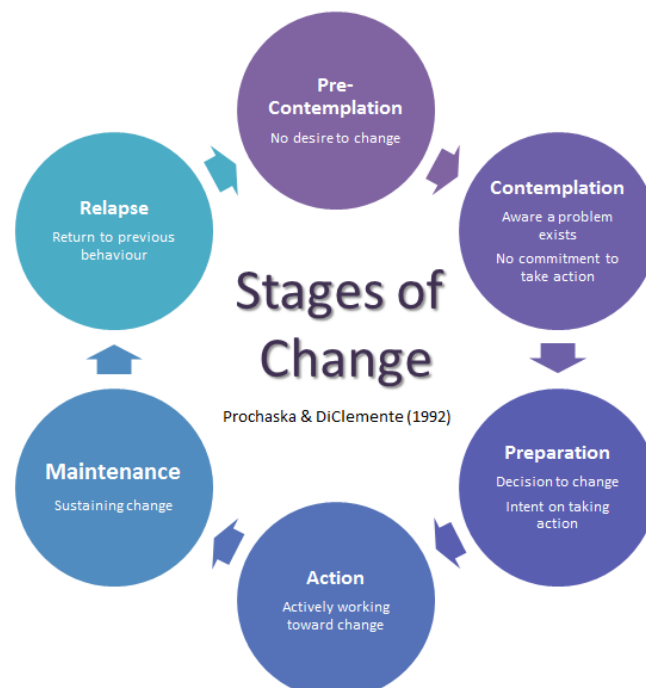
CSNSW is committed to providing programs to offenders with a cognitive impairment. Often the person with a disability can be supported to engage with offending behaviour programs. If facilitators have concerns about supporting any offender with a disability please contact State-wide Disability Services (SDS) for advice.

Model of change

Broadly, the model of change that is integrated into CSNSW program content and training is the Transtheoretical Stages of Change model (Prochaska & DiClemente, 1982; Prochaska, DiClemente & Norcross, 1992). The model is an integrative, bio-psychosocial model to conceptualise the process of intentional behaviour change. It explains behaviour change along a continuum from pre-contemplation; contemplation; preparation and action to maintenance.

One of its core constructs is also ‘self-efficacy’, that is, increasing situation specific confidence of the individual to self-manage high risk situations without returning to problematic behaviour. A modified Stages of Change measure has also been integrated into assessment tools such as the Violence Risk Scale (VRS) (Wong & Gordon, 2006) to measure treatment change while taking into account the entrenched and serious nature of offending behaviours.

While progression through the Stages of Change can occur in a linear fashion, a nonlinear progression is common. Often, individuals re-cycle through the stages or regress to earlier stages from later ones.



For every identified risk factor or treatment need, an offender can be in a different stage of change – some complete treatment having progressed to stages of action or even maintenance with respect to self-managing certain problem areas; but in other areas they may still be in contemplation or preparation.

With respect to risk, most high risk offenders will still be assessed on actuarial assessments as high risk upon completing treatment programs. However they will have learned new skills to manage this risk.

However as we increasingly recognise the importance of environment or context – not only as a barrier to behaviour change but a potentially causal factor in offending behaviour itself – CSNSW compendium programs also draw from the Multifactor Offender Readiness Model (Ward, Day, Howells & Birgden, 2004) to inform our practice. This moves beyond individual or internal factors that may impede change to also incorporate the context or environment as an important variable in determining the success of any change process (Mossière & Serin, 2014; Ward et al. 2004). This is critically important in custodial settings and obstacles to successful behaviour change can reside in the person, the context or the therapeutic environment (Ward et al. 2004).

Training for group work facilitators

The skill and abilities of the group work facilitator are an important aspect of effective offender behaviour change programs.

Dowden and Andrews (2004), in their meta-analysis, reported that therapist behaviours that are predictive of good program outcomes include: conveying an enthusiastic, warm, and personally respectful style; making program rules clear and exerting authority without being authoritarian; frequently praising offenders for pro-social behaviour; and structuring offender learning into concrete, graded steps.

Given the influence of the group work facilitator skills, CSNSW requires all facilitators to have completed extensive training prior to facilitating offender behaviour change programs.

With the exception of EQUIPS Domestic and Family Violence, trained program facilitators who have not completed program specific training may still facilitate an offender behaviour change program only if they are:

- Paired with a trained and experienced co-facilitator AND
- Scheduled to complete training within the following six month period.

Support, quality monitoring, and supervision

CSNSW is committed to supporting group work facilitators through quality monitoring and supervision.

Clinical supervision of staff running high intensity therapeutic programs is done by psychologists, senior psychologists or chief psychologists who are endorsed by the Psychology Board of Australia as supervisors.

Quality assurance for intensive residential programs is performed by the Chief Psychologist, Senior Psychologist, or manager – through observation and clinical supervision.

Program quality assurance for non-residential programs is performed by the State-wide Programs staff – either through program development workshops, file review, observing sessions, or through use of video/ audio recording.

Program quality assurance is carried out in accordance with procedures set out in the Policy for Implementation, Delivery and Evaluation of the EQUIPS Suite of Programs (D14/444894).

The intent of program quality assurance is to review all aspects of the program delivery (not just the facilitation) against the CSNSW Offender Program and Facilitation Standards (D14/404041) to ensure that programs are being delivered to a consistently high standard.

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2. Programs for inmates on remand

Remand Addiction

Program description

The Remand Addiction Intervention is a modified version of the EQUIPS Addiction program based on cognitive-behavioural therapy (CBT) principles and strategies.

The Remand Addiction intervention aims to meet the need of inmates on remand who may benefit from a CBT-based addiction support intervention, to better understand their addiction, reduce unhelpful thinking and distress, and learn new coping skills.

In participating in Remand Addiction, group members do not complete the EQUIPS Addiction program, but they attend the sessions for support and guidance in relation to their addictive behaviour. Importantly, offence details are not discussed during the intervention. Offenders who participate in Remand Addiction will receive an attendance statement only.

Duration: Flexible 20 sessions with 5 modules

These modules are taken from the EQUIPS Addiction manual.

The aims are achieved by exploring the following topics:

- Understanding Change
- Urges and Cravings
- Problem Solving
- Balanced Living
- Self-Management Planning

Eligibility criteria

- Evidence of a significant addiction history (determined at initial intake and screening); those who self-identify as having a substance abuse or gambling problem
- A risk rating is not required
- Participation is voluntary

Exclusion criteria

- Inmates who have active psychotic symptoms or who have alcohol or drug intoxication or withdrawal symptoms are excluded from the program.

Program delivery options

The Remand Addiction program is run as an open group. Each session should run for two hours. Attendance is voluntary and offenders can attend as many (or as few) sessions as their circumstances allow. Given this, and the fact that the sessions delivered may not follow the module sequence, Remand Addiction should not be considered as in any way equivalent to the full EQUIPS Addiction program. Attendance should be recorded by creating appointments under the Addictions support group service line on OIMS using the module “Remand Addiction”.

Facilitator training

Remand Addiction intervention is based on the EQUIPS Addiction manual. Remand Addiction facilitators must have completed all training required to deliver EQUIPS Addiction, have significant experience facilitating the EQUIPS Addiction program to and attended Rolling Groups training. They must also be familiar with group guidelines on mandatory reporting.

Remand Domestic Violence (DV)

Program description

The Remand Domestic Violence Intervention was collaboratively developed between CSNSW and Legal Aid NSW. It is a six (6) session intervention that focuses on assisting inmates to understand their legal circumstances specific to domestic violence and to provide them with knowledge and skills for healthier relationships. The intervention is based on cognitive-behavioural therapy principles and strategies in the EQUIPS suite of programs.

Importantly, the intervention does not require participants to admit guilt or take responsibility for the charges for which they are currently on remand. While domestic violence is discussed, no details of the individual's charges should be disclosed.

The aims are achieved by exploring the following topics:

- Coping – managing emotions
- Change – identifying abuse
- Caring – healthy lifestyle
- Communication
- Choices – action planning

A letter of attendance will be issued to each inmate detailing the sessions completed.

Duration: 6 x session open group intervention

Eligibility criteria

- Have a current domestic violence charge (family or intimate partner); and/or
- Have a current Apprehended Domestic Violence Order
- Must not have charges for sexual offence/s
- A risk rating is not required
- Participation is voluntary

Exclusion criteria

- Inmates who have active psychotic symptoms or who have alcohol or drug intoxication or withdrawal symptoms are excluded from the program.

Program delivery options

This is a voluntary intervention facilitated either in groups or individually. It is run as an open group intervention, meaning participants can start at any time, regardless of which session others are up to. The open format takes account of the high turn-over of remandees who may be in custody for short periods and therefore may leave the group at any time.

Each session should run for a minimum of one hour.

Facilitator training

Remand Domestic Intervention is based on cognitive-behavioural therapy principles and strategies that underpin the EQUIPS Domestic and Family Violence and Implicit Theories of Domestic Violence.¹ Facilitators who have completed all training required to deliver EQUIPS Domestic and Family Violence, have significant experience facilitating the EQUIPS Domestic and Family Violence program and have participated in Rolling Groups training. They must also be familiar with group guidelines on mandatory reporting.

¹Dempsey & Day (2011); Weldon & Gilchrist (2012)

3. Programs for short-sentenced offenders in custody

High Intensity Program Units (HIPUs)

Program description

As part of the Department of Justice's Reducing Reoffending Strategy, 10 High Intensity Program Units (HIPUs) across seven locations provide intensive rehabilitation services, programs and enhanced release planning prioritised for participants serving shorter sentences. The evidence shows that these individuals reoffend at higher rates than those with longer sentences and they are more likely to receive further custodial sentences. Due to the resource demands and length of their sentences, these individuals are also often released without adequate assessment or intervention.

Intensity: High

Duration: 4 months (Up to 200 hours)

The goal is for HIPU participants to complete up to 200 hours of criminogenic intervention in a four-month (16 weeks) period. This can be achieved through participation in criminogenic programs in combination with reintegration services and community engagement that should commence from the beginning of treatment. A focus on reintegration from the outset facilitates a strengths-based approach by assisting the participant to take responsibility for their future within their cultural and community context.

The core programs from the CSNSW Compendium of Offender Behaviour Change Programs to be delivered at the HIPU locations are:

- CONNECT
- Real Understanding of Self-Help (RUSH)
- Aboriginal Cultural Strengthening Program
- EQUIPS suite of programs (Foundation, Domestic and Family Violence; Addictions, and Aggression)

Additional Offender Behaviour Change Programs that can be delivered in HIPUs are:

- TRIP
- Dads and Family (Babiin-Miyagang Aboriginal Parenting Program)
- Mothering at a Distance (MAAD)
- Out of the Dark

- Female Strengthening Program (Under development)

Eligibility Criteria

Offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. To be eligible for a High Intensity Program Unit, offenders will have between 5 months to 3 years remaining on their sentence.

Offenders should also meet the following criteria:

- Sentenced with no further court matters
- Have no further revocation considerations (Parole or Intensive Corrections Order)
- Have no current sexual offence convictions
- Are identified by a management program such as serious or special interest offenders

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors result in the offender being unsuitable. This can happen before identification and also after placement.

Suitability

Offenders in custody who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability. HIPU Service and Program Officers are responsible for assessing the suitability of inmates with the consideration of the offenders risks/ needs and the schedule of programs at their location.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.

- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The HIPU is delivered in two-hour sessions six to eight times a week. This includes the Assessment Phase and a Treatment Phase.
- Each group consists of a maximum of 16 offenders.
- May be facilitated as an open or closed group.

Pre / Post program requirements

- Participants complete an assessment phase before commencing treatment in the HIPU
- Participants undergo a pre-program suitability interview and a MAPP during the assessment phase

Facilitator training

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days provided by Brush Farm Academy,
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience.
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience.
- EQUIPS and any other relevant program training

High Intensity Program Unit (HIPU) – Violent Offender Therapeutic Program (VOTP)

Program description

Specific to the persistent general violence cohort, those who do not meet the eligibility criteria for the standard VOTP, because their sentence is too short, will be eligible for the HIPU VOTP at Shortland CC. This HIPU addresses a priority group and a previous gap in service provision.

Intensity: High

Duration: 6 months (Up to 200 hours)

The goal is for HIPU participants to complete up to 200 hours of criminogenic intervention in approximately six-month (24 weeks) period. This can be achieved through participation in criminogenic programs in combination with reintegration services and community engagement that should commence from the beginning of treatment. A focus on reintegration from the outset facilitates a strengths-based approach by assisting the participant to take responsibility for their future within their cultural and community context.

The core programs from the CSNSW Compendium of Offender Behaviour Change Programs to be delivered at this HIPU location are:

- Modified Violent Offenders Therapeutic Program (VOTP)

Additional Offender Behaviour Change Programs that can be delivered in HIPUs are:

- TRIP
- Dads and Family (Babiin-Miyagang Aboriginal Parenting Program)

Eligibility Criteria

Male offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. To be eligible for a High Intensity Program Unit (VOTP), offenders will have between 7 months to 3 years remaining on their sentence and a current conviction for a violent offence, have current institutional charges for violent offending and have historical offences of two or more conviction.

Offenders should also meet the following criteria:

- Sentenced with no further court matters
- Have no further revocation considerations (Parole or Intensive Corrections Order)
- Have no current sexual offence convictions
- Are identified by a management program such as serious or special interest offenders

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors result in the offender being unsuitable. This can happen before identification and also after placement.

Suitability Criteria

Offenders in custody who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability. HIPU VOTP Psychologists and Service and Program Officers are responsible for assessing the suitability of inmates with the consideration of the offenders risks/needs and the schedule of programs at their location.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The HIPU VOTP is delivered in two-hour sessions three to four times a week. This includes the Assessment Phase and a Treatment Phase.
- Each group consists of a maximum of 10 to 12 offenders.
- Facilitated as an open group.

Pre / Post program requirements

- **Pre-Program:** Participants may undertake a battery of psychometric tests administered by therapeutic staff prior to commencing treatment.

- **Post Program:** Participants may undertake a battery of tests administered by therapeutic staff on completion of the program.
- **Post Program:** Participants may complete a program evaluation form

Facilitator training

One facilitator must be a trained psychologist. The HIPU VOTP can be co-facilitated by a SAPO.

Short Sentence Intensive Program (SSIP)

Program description

The Short Sentence Intensive Program (SSIP) focuses the delivery of approved interventions to inmates with less than 5 months remaining on their sentence at their initial classification assessment. The evidence shows that these individuals reoffend at higher rates than those with longer sentences and they are more likely to receive further custodial sentences. Due to the resource demands and length of their sentences, these individuals are also often released without adequate dosage. These inmates are not eligible for other programs aimed at shorter sentenced inmates such as the High Intensity Program Units (HIPUs).

Through their intensive programs and services, targeted at reducing the risk of reoffending, the SSIP will contribute to advancing the Premier's Priority to reduce adult reoffending by 5% by 2023.

Intensity: Medium-High (when 100 hours+ is delivered)

Duration: 0 – 5 months to Earliest Release Date (ERD)

- The purpose of the SSIP is to provide the required amount of dosage for inmates with short sentences. The intensity of dosage received will depend on the time remaining to serve. Considering the duration of the sentence, it is anticipated that these inmates will receive between 30 to 100 hours of approved dosage.
- This can be achieved through participation in criminogenic programs, in combination with reintegration services that should commence from the beginning of treatment. A focus on reintegration from the outset facilitates a strengths-based approach by assisting the participant to take responsibility for their future within their cultural and community context.
- Services and Programs provided to inmates on remand and post release is also counted towards total hours of dosage.

The SSIP cohort will fit into one of three 'SSIP Streams' dependent upon their time to serve:

- SSIP Stream 1 (0 to 6 weeks)
- SSIP stream 2 (7 weeks to 12 weeks)
- SSIP stream 3 (13 weeks to 5 months)

Participants may receive a combination of the following:

- Remand Addiction
- Remand DV
- RUSH
- CONNECT
- Cultural Strengthening Program

- NEXUS (3)
- Getting EQUIP'D in Cell Activity Pack
- Addiction In Cell Activity Sheets
- DFV In Cell Activity Sheets
- Service Interventions(SI)
- Addiction Support Group

SSIP stream 2 participants may also receive:

- Accelerated/Rolling EQUIPS Foundation

SSIP stream 3 participants may also receive:

- Accelerated/Rolling EQUIPS Foundation
- Accelerated/Rolling EQUIPS (offence specific)
- TRIP

Eligibility Criteria

The target cohort is inmates with less than 5 months to ERD at the time of initial classification assessment, including:

- Inmates with period of community supervision post release
- Inmates serving a fixed sentence
- Inmates serving a balance of parole
- Inmates with further court matters

Suitability

The primary assumption is that all eligible participants are suitable unless there are significant or extenuating circumstances that would prevent them attending or place them at risk of not completing a program.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined:

- Logistical issues preventing offender from participating in a program; consider issues such as classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.

- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- Programs should be delivered in accelerated format
- Rolling groups should be considered if deemed more efficient in meeting the cohort program needs

Facilitator training

Staff delivering the SSIP are required to undertake training in line with the current CSNSW program facilitation training requirements:

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days provided by Brush Farm Academy,
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience.
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience. EQUIPS and any other relevant program training

The State-wide Programs (SWP) team has developed a training package tailored to meet the needs of the SSIP. This is an additional training package, supplementary to all current CSNSW program facilitation training requirements:

- In-cell activities and case notes
- Rolling Groups and Motivational Interactions
- Introduction to Dialectical Behavioural Therapy and the Skills of RUSH
- TRIP
- Aboriginal Cultural Awareness
- MAAD/ DAAD (forthcoming) and/or Dads and Families (Babiin Miyagang)
- EQUIPS Maintenance and accelerated EQUIPS

4. General Offender Programs

General offender programs are available to all offenders, regardless of offence type. While the programs are not offence-specific, they aim to reduce re-offending by addressing criminogenic needs for all offence types and teaching pro-social skills to manage risk; therefore all offenders can benefit from it. Further, they specifically cater for the needs of offenders who do not meet the criteria for violent, sexual or addiction interventions.

Criminogenic Needs targeted:

- Antisocial attitudes, values and beliefs
- Antisocial peers
- Impulsivity and risk-taking behaviour
- Poor cognitive problem solving
- Emotional regulation
- Interpersonal relationships
- Problems with employment/education
- Leisure activities

CONNECT

Program description

CONNECT is a CSNSW developed general therapeutic program available to all offenders assessed as regardless of their offence type based on Dialectical Behaviour Therapy and Resilience.

CONNECT is a stand-alone DBT-based resilience program to meet the needs of inmates in custody; and the organisation, with respect to more flexible program planning for cohorts who are shorter sentenced or in rapidly changing environments (e.g. remand). Resilience has been defined as the ability “to rebound or bounce back from adversity, conflict, and failure; or even positive events, progress, and increased responsibility” (Ledesma, 2014). There are clearly numerous stages in an inmate’s sentence where increased resilience would be of benefit.

The name of the program “CONNECT” makes reference to the participant connecting with themselves, to their strengths, with others around them and with other programs – when sequenced first in a case plan the participant will have an opportunity to CONNECT to EQUIPS, CONNECT to HIPU and so on.

The program consists of the following treatment sessions:

1. Connecting the group
2. In three minds
3. Logical Mind
4. Emotional Mind
5. Accepts Skills
6. Improve Skills
7. Acceptance
8. Resilience
9. Communications
10. Moving Forward

Intensity: Low

Duration: 10 x 2 hour sessions (20 hours)

Eligibility criteria - custody

- Sentenced or remand offenders; does not require a risk rating
- CONNECT should be considered for short sentenced inmates, those who do not display a long term history of interpersonal or behavioural difficulties and those that are experiencing

situational distress whereby a brief intervention such as CONNECT may alleviate this distress.

Note: Provided offenders meet the above eligibility criteria, they should not be excluded on the basis of their offence type (e.g. sex offenders). However consideration should be given to whether particular offenders can participate safely in a group together.

Program delivery options

Only delivered in custody

CONNECT consists of 10 x two hour sessions. While ideally it would be run twice per week, flexibility should be employed depending on the location and context in which it is being run and therefore, it could be run once per week.

Delivered as a closed group within Intensive Program Streams

Can be delivered as an open group within a remand setting as each session is a standalone session and presents a single skill within it.

Sentenced and remand inmates may be mixed where security of the centre allows

CONNECT requires delivery by two facilitators. CONNECT can be facilitated by any combination of the following disciplines:

- Psychologists (senior and base grade),
- Service and Program Officers (SAPO) ;
- Senior Service and Program Officers (SSAPO)

The exact make-up of the co-facilitators will be dependent on local resources and workload capacity across disciplines. The three day training in DBT and the skills of CONNECT and RUSH is a pre-requisite.

Facilitator training

Three day intensive training Introduction to Dialectical Behavioural Therapy and the Skills of RUSH by the State-wide Programs staff will provide foundational knowledge and the basic strategies used in DBT and applying behaviour change principles. This is in addition to incorporating resilience based strengths to develop offender's adaptability and increase coping.

Related research

Brassington, J., & Krawitz, R. (2006). Australasian dialectical behaviour therapy pilot outcome study: effectiveness, utility and feasibility. *Australasian Psychiatry*, 14(3), 313-322.

Ledesma, J. (2014). Conceptual frameworks and research models on resilience in leadership. *Sage Open*, 4(3) 2158244014545464.

Linehan, M.M. (1993a). *Cognitive-Behavioural Treatment of Borderline Personality Disorder*. New York: The Guilford Press.

Linehan, M.M. (1993b). *Skills Training Manual for Treating Borderline Personality Disorder*. New York: Guilford Press.

Real Understanding of Self-Help (RUSH)

Program description

The Real Understanding of Self-Help (RUSH) program is an Australian forensic adaptation of Dialectical Behaviour Therapy (DBT). It was specifically developed for a remand offender population by Laura Sorbello and Lynne Eccleston, Myndscape/The University of Melbourne in conjunction with Corrections Victoria.

RUSH is a skills-based group treatment program comprising adapted versions of Marsha Linehan's DBT skills-training modules. Eccleston and Sorbello suggest the dynamic interaction between the prison environment, offender psychopathology and individual coping styles elevates the risk of dysfunctional behaviours, including: impulsivity, distress intolerance, emotional instability, self-harm/suicide and interpersonal dysregulation. These behaviours are consistent features of Borderline Personality Disorder (BPD). For offenders, these typically manifest as withdrawal from self and/or others, verbal or physical abuse to self and/or others, or trashing/destroying one's belongings.

The RUSH program addresses: anti-social attitudes/beliefs, poor self-control, impulsivity, difficulties with self-management such as poor decision making, and lack of interpersonal skills.

RUSH uses cognitive, behavioural and acceptance-based interventions to validate the offender's current emotional, cognitive and behavioural responses to stressful situations as they occur in the moment, and ultimately facilitate and encourage self-help and life enhancement skills.

Intensity: Medium

Duration: 22 x 2 hour sessions (44 hours)

Eligibility criteria

- Sentenced or remand offenders; does not require a risk rating
- Characteristics and/or skills deficits such as impulsivity, irritability, risk-taking behaviours, anger, anxiety, mood swings, distorted self-image, grandiosity and/or;
- History of suicidal and/or self-harming behaviour and/or;
- History of significant institutional violence/aggression

Note: Provided offenders meet the above eligibility criteria, they should not be excluded on the basis of their offence type (e.g. sex offenders). However consideration should be given to whether particular offenders can participate safely in a group together.

Program delivery options

- Only delivered in custody
- RUSH consists of 22 x two hour sessions. While ideally it would be run twice per week, flexibility should be employed depending on the location and context in which it is being run and therefore, it could be run once per week or up to three times per week.
- The three modules can also be run as open or 'rolling' modules (i.e. an offender can enter the program at the beginning of any module).
- Sentenced and remand inmates may be mixed where security of the centre allows
- The program requires delivery by two facilitators, preferably one of whom should be a fully registered psychologist/hold tertiary qualifications in psychology. If a psychologist is not available, two SSAPO/ SAPO who are trained and supervised by a psychologist can run the program.

Facilitator training

- A two-day DBT intensive workshop provided by the State-wide Programs staff will provide foundational knowledge in the biopsychosocial theory of BPD, basic strategies used in DBT and applying behaviour change principles. This is in addition to the application and practice of DBT skills of Mindfulness, Distress Tolerance, Interpersonal Effectiveness, and Emotional Regulation
- The three-day RUSH training provided by CSNSW is a pre-requisite for delivering the program. This is provided by staff of State-wide Programs. In some cases, psychologists with experience and training in DBT may be able to facilitate the program without this training. However, this must be discussed in advance with the RUSH trainers.

Related research

Eccleston, L., & Sorbello, L. (2002). The RUSH Program – Real Understanding of Self-Help: A suicide & self-harm prevention within a prison setting. *Australian Psychologist*, 37(3): 237-244.

Eccleston, L., & Sorbello, L. (2006). A structured Intervention for prisoners who are at risk of self-harming. In G. Dear (Ed.), *Preventing suicide and other self-harm in prison*. Hampshire: Palgrave Macmillan.

EQUIPS Foundation

Program description

EQUIPS Foundation is a general therapeutic program available to all offenders assessed as higher risk of re-offending, regardless of their offence type.

Intensity: Medium-High (only when included with other programs in the EQUIPS suite)

Duration: 20 x 2 hour sessions (40 hours)

The program consists of the following treatment modules:

- Explore – Why are we here? - Being aware of our approach and goals
- Question – What's it all about? - Being aware and working with what we know about thinking
- Understand – What's the focus? - Being aware and working with emotional impulsivity/reactivity
- Investigate – Why did this happen to me? - Linking offence to lifestyle, choices and risk of re-offending
- Practise, Plan, Succeed – Where to from here? - Attitudes, values and planning a future that does not include offending behaviour

Eligibility Criteria – Custody

- For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Inmates who are on remand or who are appellants are not eligible.
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - 3x Offences in Custody related to drugs or aggression within the last 12 months
 - Are identified by a management program such as serious or special interest offenders

Eligibility Criteria – Community

For community-based offenders, eligibility will be determined by the Level of Service Inventory Revised (LSI-R). Offenders who are medium risk and above will be eligible for programs, with priority given to those at highest risk.

Suitability

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors may find the offender unsuitable.

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Community Corrections Officers are responsible for assessing the suitability of offenders under their supervision in the community, and recording this in the case plan for all medium risk and above offenders. This should be undertaken as part of the normal case planning process with consideration of the offenders' risk/needs, the schedule of program at their location, and the amount of time remaining on the order.

Program delivery options

- The standard EQUIPS Foundation program consists of 20 x 2 hour sessions (40 hours) divided into five modules of four sessions each.
- EQUIPS Foundation can be undertaken as a stand-alone program for general offenders to target risk factors related to their offending.
- Alternatively, offenders can do this as part of an offence-targeted pathway to increase the dosage of treatment.

This provides the flexibility to tailor a pathway which takes account of the offender's time to release or supervision end.

Pre / Post program requirements

- **Pre-program:** A Pre-Program Suitability Assessment (PPSA) must be completed for all offenders in custody.
- **Post-program:** Participants must complete the EQUIPS program evaluation form
- **Post-program:** Participants must have program feedback provided in a post program feedback session

Facilitator training

- Group Work Facilitation – provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days face to face, provided by Brush Farm Academy
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience
- EQUIPS Foundation – 3 days, delivered by the State-wide Programs Team

Related research

Bourgon, G., & Armstrong, B. (2005). Transferring the principles of effective treatment into a “real world” prison setting. *Criminal Justice and Behavior*, 32, 3–25.

Skeem, Polaschek, & Manchak, (2009) Appropriate treatment works but how? Rehabilitating general, psychopathic and high risk offenders. In *Psychological science in the courtroom*

Sperber, K. G., Latessa, E. J., & Makarios, M. D. (2013). Examining the interaction between level of risk and dosage of treatment. *Criminal Justice and Behavior*, 40, 338–348.

Macquarie Intensive Program (MIP)

Program description

The Macquarie Intensive Program (MIP) focuses the delivery of approved interventions to inmates assessed as requiring 160 hours+ of dosage. MIP participants will be male, normal discipline maximum and medium security (A2/E1, B/E2,) program eligible inmates who are assessed as requiring intensive programs participation to meet their criminogenic intervention needs.

Generally, MIP participants will have between 5 months to 3 years remaining until their Earliest Release Date (ERD), and will be unable to complete the VOTP, IDATP, HIPU or the YAOP due to logistic issues related to security classification, associations or other placement issues.

Macquarie Intensive Program participants may be eligible to participate in Education and/or well-being program at Macquarie CC whilst prioritising their MIP interventions.

Intensity: High

Duration:

The goal is for MIP participants to complete up to 160 + hours of criminogenic intervention in a four-month (16 weeks) period. This can be achieved through participation in criminogenic programs in combination with reintegration services (if applicable).

The core programs from the CSNSW Compendium of Offender Behaviour Change Programs to be delivered at the MIP are:

- CONNECT
- EQUIPS Suite (Foundation, Addiction, Aggression, Domestic and Family Violence)

Additional program delivered are:

- Aboriginal Cultural Strengthening
- Dads and Family
- TRIP (for high risk traffic offenders)

Eligibility Criteria

Offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. To be eligible for Macquarie Intensive Program Centre, offenders will have between 5 months to 3 years remaining on their sentence.

- Male normal discipline,
- Maximum and medium security (B/E2, A2/E1)

- Inmates identified for an intensive program (IDAPT/VOTP) who will not be suitable for these programs due to classification
- Inmates who have been identified for YAOP/HIPU/HIPU (VOTP) but due to their classification/placement issues/ alerts will not be able to undertake these programs following the current pathway

Suitability

Case Management staff are responsible for completing a Pre-Program Suitability Assessment (PPSA) and a MIP Most Appropriate Program Pathway (MAPP) tool to determine within treatment pathway. The primary assumption is that all eligible participants are suitable unless there are significant or extenuating circumstances that would prevent them attending or place them at risk of not completing a program.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The MIP is delivered in two-hour sessions six to eight times a week.
- Each group consists of a maximum of 16 offenders.
- Programs run in an accelerated format.

Pre / Post program requirement

- **Pre-program:** Participants undergo a pre-program suitability interview and a MAPP during the assessment phase
- **Post-program:** Participants must complete the EQUIPS program evaluation form

- **Post-program:** Participants must have program feedback provided in a post program feedback session

Facilitator training

Staff delivering interventions in the MIP are required to undertake training in line with the current CSNSW program facilitation training requirements:

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days provided by Brush Farm Academy,
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience.
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience. EQUIPS and any other relevant program training

The State-wide Programs (SWP) team has developed a training package tailored to meet the needs of MIP SAPOs. This is an additional training package, supplementary to all current CSNSW program facilitation training requirements:

- In-cell activities and case notes
- Rolling Groups and Motivational Interactions
- CONNECT/RUSH/DBT
- TRIP
- Aboriginal Cultural Awareness
- MAAD/ DAAD (forthcoming) and/or Dads and Families (Babiin Miyagang)
- EQUIPS Maintenance and accelerated EQUIPS

EQUIPS Maintenance

Program description

EQUIPS Maintenance helps participants to put into practice the skills and self-management plans they developed in EQUIPS group programs in real life situations in custody or the community.

Maintenance provides a semi-structured group environment where participants receive support to reflect on their recent experiences and acknowledge both set-backs and positive changes.

The group discuss common issues before revisiting the skills they learnt in EQUIPS.

Duration: Each session should run for 1-2 hours.

EQUIPS Maintenance does not have a structured delivery format. It has been developed to provide an on-going maintenance group for offenders delivered in an on-going open group format.

The concept of using mentors is used to assist new group members to roll into the group. A mentor in EQUIPS Maintenance is a group participant who volunteers to help new group member(s) settle in and take the group through an informal review of what has been happening in the group.

EQUIPS Maintenance aims to:

- Provide a space for on-going learning and the practice of skills that inmates have developed during their attendance in the EQUIPS program suite.
- Expand on skills that have been learnt in group and help participants to develop real world resources.
- Help create the link between learning and doing and build those skills day by day in real life situations
- Provide a step by step structure with supporting documents that can be followed to provide a maintenance group for EQUIPS programs.

Eligibility Criteria – Custody

- For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Inmates who are on remand or who are appellants are not eligible.
- MUST have completed at least one, preferably two, 20-session EQUIPS program suite: Foundation, Domestic and Family Violence, Aggression, or Addiction.
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - 3 x Offences in Custody related to drugs or aggression within the last 12 months
 - Are identified by a management program such as serious or special interest offenders

Eligibility Criteria – Community

- For community-based offenders, eligibility will be determined by the Level of Service Inventory Revised (LSI-R). Offenders who are medium risk and above will be eligible for programs, with priority given to those at highest risk.
- MUST have completed at least one, preferably two, 20-session EQUIPS program suite: Foundation, Domestic and Family Violence, Aggression, or Addiction.

Suitability

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors may find the offender unsuitable.

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Community Corrections Officers are responsible for assessing the suitability of offenders under their supervision in the community, and recording this in the case plan for all medium risk and above offenders. This should be undertaken as part of the normal case planning process with consideration of the offenders' risk/needs, the schedule of program at their location, and the amount of time remaining on the order.

Program delivery options

- Can be delivered in custody and in community
- EQUIPS Maintenance is run in an open group format. Offenders can roll into any session provided they are booked into the session and attendance is part of their case plan.
- Sessions can be run by one or two facilitators
- Group size can vary from 4 to 16 participants (max 12 in custody)
- While there is no minimum or maximum number of sessions a participant can attend, 8 to 10 sessions would allow for sufficient rehearsal and practice of skills to help support a participant's confidence to implement change. The completion of these sessions may be scheduled to take place weekly, fortnightly or monthly.
- Referrals to further sessions of the program can be made later in a sentence if the case manager assesses that the participant would benefit from the additional dosage.

5. Addiction Programs

Alcohol, drugs and addictions programs are designed to address substance use and risk-taking behaviour. Many offenders do not see their drug and alcohol use as problematic and are therefore not well-motivated to address it. The same often applies to gambling.

The first step therefore is to motivate participants and help them to recognise the harm of their current behaviour and the benefits of change. Once motivated, participants need to plan for change and learn new skills to put their behaviours into practice. Participants take responsibility for their behaviour and make plans for how to avoid relapse or deal with it if it occurs. On-going maintenance programs are helpful in supporting the change.

Criminogenic Needs targeted in Addictions programs:

The Addictions programs are unique in that their primary goal is to address substance use, which is only one of the criminogenic needs that may be related to offending behaviour. While offenders participating in these programs will also be exposed to tasks which may address other criminogenic needs such as anti-social attitudes or problem solving, they will not intensively target offending behaviour such as violence or sexual offending.

These programs are not based on the type of offending perpetrated but on the evidence that substance use (or addictive behaviour such as gambling) is related to offending. In some cases, an offender may only offend when under the influence of substances, and therefore addressing this factor may in itself reduce the risk of re-offence.

The Addiction Programs include:

- EQUIPS Addiction
- Criminal Conduct and Substance Abuse – Pathways
- Intensive Drug & Alcohol Therapeutic Program (IDATP) Pathways
- Yallul Kaliarna (IDATP-Women)

Addiction support groups include:

- Alcoholics Anonymous (AA)
- Gamblers Anonymous (GA)
- Crystal Meth Anonymous (CMA)
- Narcotics Anonymous (NA)

EQUIPS Addiction

Program description

EQUIPS Addiction is designed to address the addictive behaviour of program eligible offenders and to provide participants with a pathway to support services for addictive behaviours. There are group process and self-management planning sessions in this program to help participants link their learning to their personal experience of addiction.

Intensity: Medium-High (only when included with other programs in the EQUIPS suite)

Duration: 20 x 2 hour sessions (40 hours)

The program consists of the following modules:

1. Understanding how people change
2. Urges and cravings
3. Problem solving
4. Better living
5. Self-management planning

Eligibility Criteria – Custody

For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Inmates who are on remand or who are appellants are not eligible.

Offenders should also meet one of the following criteria:

- Offenders who have significant substance addiction history as assessed by the PARRCC and/or MAPP
- Offenders who have significant gambling addiction history as assessed by the PARRCC and/or MAPP
- Inmates who are on remand or who are appellants are not eligible
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - 3 x Offences in Custody related to drugs within the last 12 months
 - Are identified by a management program such as serious or special interest offenders

Eligibility Criteria – Community

For community-based offenders, eligibility will be determined by the Level of Service Inventory Revised (LSI-R). Offenders who are medium risk and above will be eligible for programs, with priority given to those at highest risk.

Suitability

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors may find the offender unsuitable.

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Community Corrections Officers are responsible for assessing the suitability of offenders under their supervision in the community, and recording this in the case plan for all medium risk and above offenders. This should be undertaken as part of the normal case planning process with consideration of the offenders' risk/needs, the schedule of program at their location, and the amount of time remaining on the order.

Program delivery options

- The standard EQUIPS Addiction program consists of 20 x 2 hour sessions (40 hours) divided into five modules of four sessions each.

- EQUIPS Addiction can be undertaken as a stand-alone program to address addictive behaviour
- Alternatively, offenders who meet the program eligibility criteria can do this program as part of an offence-targeted pathway to increase dosage.

Pre / Post program requirements

- **Pre-program:** A Pre-program Suitability Interview (PPSA) must be completed for all offenders in custody.
- **Post-program:** Participants must complete the EQUIPS program evaluation form
- **Post-program:** Participants must have program feedback provided in a post program feedback session

Facilitator training

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days face to face, provided by Brush Farm Academy
- Working with AOD Offenders – 2 days face to face, provided by Brush Farm Academy
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience.
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience.
- EQUIPS Foundation – 3 days, delivered by the State-wide Programs Team
- EQUIPS Addiction – 2 days, delivered by the State-wide Programs Team

Criminal Conduct and Substance Abuse – Pathways

Program description

The 'Criminal Conduct and Substance Abuse Treatment' program – Pathways to Responsible Living (Second Edition, 2006) was developed by Kenneth Wanberg and Harvey Milkman to provide a long duration, high intensity cognitive-behavioural intervention to offenders with a history of Substance Use Disorder. The program is designed to address past drug and alcohol misuse and criminal conduct and the relationship between these. The program also aims to enhance the participants' responsibility to self and others.

Intensity: High

Delivered as the core therapeutic intervention within the Intensive Drug & Alcohol Treatment Program (IDATP) and Compulsory Drug Treatment Correctional Centre (CDTCC) programs

Duration: 50 sessions

The Pathways program has three phases:

1. *Challenge to change* (20 sessions) – developing self-awareness and identifying thoughts and feelings that have led to unhelpful outcomes.
2. *Commitment to change* (22 sessions) – strengthening knowledge and skills in bringing about changes that lead to a more responsible and fulfilling life
3. *Taking ownership of change* (8 sessions) – further strengthening skills and developing strategies for a balanced and healthy lifestyle.

Because of its length, Pathways is most suitable for use in residential settings, where it can be guaranteed that offenders will be available to attend the entire program to meet their treatment needs.

Eligibility criteria

For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Eligibility will consider time remaining in their total sentence.

- Adult offenders with a significant history of drug and alcohol use.

Suitability criteria

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors may find the offender unsuitable.

Exclusion criteria

- Offenders who have active psychotic symptoms.
- Offenders experiencing acute intoxication or withdrawal symptoms may be excluded until the issue is resolved.

Program delivery options

- The program has a total of 50 sessions, each of two hours duration. It is recommended the program be delivered three sessions per week.
- Pathways may be facilitated as an open group, with entry points at the beginning of one of the three phases.

Pre / Post program requirements

While no specific pre-program assessment currently exists for the Pathways program, participants should undergo a pre-program interview to determine motivation, readiness and suitability for participation in a lengthy program.

Facilitator training

Facilitators should have completed Creative Group Work Skills Training as well as training in the use of the program manual.

Related research

Wanberg, K. W. & Milkman, H. B. (2006). *Criminal Conduct and Substance Abuse Treatment: Strategies for self-improvement and change – Pathways to Responsible Living* (2nd ed.). Thousand Oaks, CA: Sage Publications.

Compulsory Drug Treatment Correctional Centre (CDTCC)

Program description

The Compulsory Drug Treatment Correctional Centre (CDTCC) program is a Drug Court diversion program that is delivered in accordance with legislation, including specific CDTCC amendments to the Crimes (Administration of Sentences) Act 1999 and the Drug Court Act 1998. The program provides compulsory intensive treatment and rehabilitation to recidivist drug-related offenders, addressing their physical, social and psychological needs and dynamic risk factors for drug-related offending.

Intensity: High

Duration: 18 months (minimum)

The core program at the CDTCC is the Criminal Conduct and Substance Abuse Treatment: Strategies for Self-Improvement and Change – Pathways to Responsible Living ('Pathways'). Real Understanding of Self Help (RUSH) is facilitated prior to Pathways, to assist with treatment readiness, including emotion regulation and distress tolerance. Relationship Wellbeing, Parenting from Afar and Narcotics Anonymous/Crystal Meth Anonymous meetings are also offered. Accreditation for the above programs is discussed elsewhere in the Compendium.

Eligibility Criteria

Referral is by the Local/District Court Sentencing Judge. Compulsory Drug Treatment Order (CDTO) eligibility and suitability is in accordance with specific legislation related to CDTCC (e.g., within the Drug Court Act) and is determined by the Drug Court Judge via screening conducted by the interagency and multidisciplinary team.

Eligibility criteria include:

- sentenced to imprisonment between an unexpired 18 months at time of sentence and no more than 6 years when the CDTO is made;
- not convicted of specified offences such as attempted murder, sexual assault, certain firearm offences or supply/manufacture offences;
- resident in metropolitan Sydney (within the borders of Hawkesbury, Hornsby, Pittwater, Manly, Sutherland, Camden and Penrith Local Government Areas); and
- over 18 years of age.

Suitability Criteria

- meeting DSM-5 diagnostic criteria for Severe Substance Use Disorder;
- substance use is related to criminal offending;

- no mental health or behavioural/conduct issues that would impede active participation in the program.

Suitability criteria include:

- Generally Medium-High to High on the LSI-R
- Male

Exclusion criteria:

- Unstable mental health issues
- Offenders who are disruptive to the delivery of the program, or threaten the good order and security of the Centre
- Insufficient time remaining on their sentence
- Offenders with idiosyncratic needs which are not well met by any program that is available (seek advice from the Serious Offenders' Assessment Unit or from a CSNSW psychologist)

Program Delivery Options

The Compulsory Drug Treatment Program (CDTP) is a five-stage program:

- **Stage 1:** Closed detention involving rehabilitation for Severe Substance Use Disorder and criminal conduct, education and vocational training and case management;
- **Stage 2:** Community Access involving social, vocational and employment leave to assist with effective reintegration;
- **Stage 3:** Community Custody with intensive supervision and integration support. Minimum completion of Stage 1 to 3 is 18 months;
- **Stage 4:** Parole;
- **Stage 5:** Voluntary case management plan where appropriate.

Stages 1 and 2 of the CDTP operate in a treatment community environment at the Compulsory Drug Treatment Correctional Centre. During Stages 2 and 3, participants attend fortnightly to monthly Drug Court hearings for program participation review.

A 'Personal Plan', approved by the Drug Court Judge, is developed within three weeks of arrival at the Centre for each participant. The Personal Plan is an integrated treatment plan, contingency contract and case management plan. It is developed collaboratively with the participant, and is revised at the end of each program stage.

The core therapeutic group programs (RUSH and "Pathways") are facilitated in Stage 1, in a closed group format with 10 participants per treatment group.

Participants undertake frequent random and targeted urinalysis throughout the program.

Each participant is allocated a dedicated Case Coordinator (Services and Programs Officer, Psychologist or Community Corrections Officer).

The Judge approves completion of Stages 1 to 3 of the program, as well as progression to Parole.

Facilitator training

Staff members complete relevant Certificate IV CSNSW induction training. Facilitators of State-wide compendium programs need to meet criteria for running each respective therapeutic group.

Related Research

An Australian Research Council (ARC)-funded evaluation of treatment effectiveness is being finalised, as well as a 10 year evaluation report conducted by CRES and CDTCC interagency partners.

Birgden, A. & Grant, L. (Nov-Dec 2010). Establishing a compulsory drug treatment prison: Therapeutic policy, principles, and practices in addressing offender rights and rehabilitation. *International Journal of Law and Psychiatry*, (33), 5-6: 341-9.

Dekker, J., O'Brien, K. & Smith, N. (2010). An evaluation of the Compulsory Drug Treatment Program (CDTP). NSW Bureau of Crime Statistics and Research, Department of Justice and Attorney General.

Intensive Drug and Alcohol Treatment Program (IDATP)

Program description

The Intensive Drug and Alcohol Treatment Program (IDATP) is a six to eight month intensive treatment program for male incarcerated offenders whose alcohol and other drug use have been identified to be directly linked to their offending behaviour(s).

Intensity: High

Duration: 6-8 months (Up to 300 hours)

Eligibility criteria

For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Eligibility will consider time remaining in their total sentence.

Offenders should also meet the following criteria:

- Sentenced
- Have at least 12 months to serve prior to the sentence expiry date;
- History of significant substance abuse and drug and alcohol related offending
- If identified as a court based release, have sufficient time to complete the program,
- Have no current or historical child sexual offence convictions;
- Current and prior convictions for *importation/supply commercial quantity* offences will be considered on a case by case basis.
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - 3 x Offences in Custody related to drugs within the last 12 months
 - Are identified by a management program such as serious or special interest offenders

Suitability criteria

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability. Inmates will need to be classified in a medium or minimum category to be suitable for this program.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.

- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

The IDATP is operating as a modified Treatment Community and is facilitated at the Geoffrey Pearce Correctional Centre (GPCC). Participants engage in a therapeutic community that promotes community-based living with a strong focus on reintegration.

IDATP is facilitated in a rolling group format with up to a total of 14 participants in each group at any one time. The first component of treatment is the Real Understanding of Self-Help (RUSH) Program. Participants then progress into the Criminal Conduct and Substance Abuse – Pathways Program. Participants will attend up to four group sessions per week. Additionally, they are expected to engage in individual intervention, community meetings and structured activities whilst maintaining employment or participation in education. Participants also undertake frequent random urinalysis throughout the program. The program treatment dosage is between 12 to 15 hours of group work per week, with additional one-to-one sessions. With the inclusion of education and employment, the treatment package includes 30 hours of meaningful activity per week. Participants are able to graduate when they have completed all requirements of the program.

IDATP Reintegration

IDATP Reintegration aims to provide community reintegration services to enable offenders to prepare for their re-entry to the community. The emphasis is placed on:

- maintaining and building on treatment gains;
- identification of a pathway that enables targeted support during the offender's custodial sentence and into the community.
- promoting engagement with family and community based service providers prior to release; the nature and intensity of Reintegration intervention varies in accordance with participant program progression, offender needs, offender placement and proximity to the participant's

earliest possible release date (EPRD). Reintegration support can be provided following graduation and following release from custody.

The IDATP reintegration framework is delivered on a one-on-one basis

IDATP graduates housed at GPCC attend fortnightly community maintenance meetings, while monthly maintenance meetings are held at Dillwynia and GPCC Honour House. IDATP graduates in the community can attend monthly maintenance meetings held at the Blacktown Community Corrections office.

Facilitator training

- Group work facilitation
- Creative group work
- Trauma-informed practice
- Motivational interactions
- Introduction to Cognitive-Behavioural Therapy (CBT)
- RUSH training
- Managing young adult offenders
- Working with AOD offenders
- Mental Health First Aid (RIT training)
- Maintaining professional boundaries

Pre / Post program requirements

- **Pre-program:** Participants must consent to a treatment offer in the intensive therapeutic programs.
- **Pre-program:** Participants may undertake a battery of psychometric tests administered by therapeutic staff prior to commencing treatment.
- **Post-program:** Participants may undertake a battery of tests administered by therapeutic staff on completion of the program
- **Post-program:** Participants may complete a program evaluation form

Related research

Ooi, E. J, (2019). Evaluating the Impact of the Intensive Drug and Alcohol Treatment Program (IDATP) on Prisoner Misconduct (Crime and Justice Bulletin No.222). Sydney: NSW Bureau of Crime Statistics and Research.

Halstead, I. & Poynton, S. (2016). The NSW Intensive Drug and Alcohol Treatment Program (IDATP) and recidivism: An early look at outcomes for referrals (Crime and Justice Bulletin No. 192). Sydney: NSW Bureau of Crime Statistics and Research.

Useful reading:

Milkman, H. B., Wanberg, K .W. & Gagliardi, B. A. (2008). *Criminal Conduct & Substance Strategies for Self-Improvement and Change –The Participant's Workbook*. Adjunct Providers Guide. Sage: London.

IDATP – Women (Yallul Kaliarna)

Program description

“Yallul Kaliarna” (Wiradjuri language meaning ‘Always spread your wings’) is the sister program of IDATP. It was officially launched on 28 August 2014 and is facilitated by IDATP staff within Dillwynia Correctional Centre. It is a six to eight month program which was specifically established to provide an opportunity for women who have entered into the system to address their alcohol and other drug use as well as their offending behaviour(s) and responsivity needs.

Intensity: High

Duration: 6-8 months (Up to 300 hours)

Eligibility criteria

- Sentenced
- Have at least 12 months to serve prior to the sentence expiry date;
- History of significant substance abuse and drug and alcohol related offending
- If identified as a court based release, have sufficient time to complete the program,
- Have no current or historical child sexual offence convictions;
- Current and prior convictions for *importation/supply commercial quantity* offences will be considered on a case by case basis.
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - 3 x Offences in Custody related to drugs within the last 12 months
 - Are identified by a management program such as serious or special interest offenders

Suitability criteria

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability. Inmates will need to be classified as Category 1, 2, 3 or E2 to be suitable for this program. Inmates classified as Category 4 or E1 may be assessed on a case by case basis.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program

would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.

- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Exclusion criteria

- Currently in the Independent Living Unit within Dillwynia Correctional Centre;
- Those with an immediate pending placement to either a Transitional Centre or the Mothers & Children's Program.

Program delivery options

Yallul Kaliarna operates as a modified Treatment Community and is facilitated at the Dillwynia Correctional Centre. Participants engage in a therapeutic community that promotes community-based living with a strong focus on reintegration.

Yallul Kaliarna is facilitated in a rolling group format with up to a total of 14 participants in each group at any one time. The first component of treatment is the Real Understanding of Self-Help (RUSH) Program. Participants then progress into the Criminal Conduct and Substance Abuse – Pathways Program. Participants will attend up to four group sessions per week. Additionally, they are expected to engage in individual intervention, community meetings and structured activities whilst maintaining employment or participation in education. Participants also undertake frequent random urinalysis throughout the program. The program treatment dosage is between 12 to 15 hours of group work per week, with additional one-to-one sessions. With the inclusion of education and employment, the treatment package includes 30 hours of meaningful activity per week. Participants are able to graduate when they have completed all requirements of the program.

Program Pathways – Community-based programs

Program pathways will be developed for all participants, with eligible graduates being able to transition to community-based programs (i.e., Bolwarra Transitional Centre, Jacaranda House and works release programs).

IDATP Reintegration

IDATP Reintegration aims to provide community reintegration services to enable offenders to prepare for their re-entry to the community. The emphasis is placed on:

- maintaining and building on treatment gains;
- identification of a pathway that enables targeted support during the offender's custodial sentence and into the community.
- promoting engagement with family and community based service providers prior to release

The nature and intensity of Reintegration intervention varies in accordance with participant program progression, offender needs, offender placement and proximity to the participant's earliest possible release date (EPRD). Reintegration support can be provided following graduation and following release from custody.

The IDATP reintegration framework is delivered on a one-on-one basis

IDATP graduates housed at GPCC attend fortnightly community maintenance meetings, while monthly maintenance meetings are held at Dillwynia and GPCC Honour House. IDATP graduates in the community can attend monthly maintenance meetings held at the Blacktown Community Corrections office.

Facilitator training

- Group work facilitation
- Creative group work
- Trauma-informed practice
- Motivational interactions
- Introduction to Cognitive-Behavioural Therapy (CBT)
- RUSH training
- Managing female offenders
- Managing young adult offenders
- Working with AOD offenders
- Mental health first aid (RIT training)
- Maintaining professional boundaries

Pre / Post program requirements

- **Pre-program:** Participants must consent to a treatment offer in the intensive therapeutic programs.
- **Pre-program:** Participants may undertake a battery of psychometric tests administered by therapeutic staff prior to commencing treatment.
- **Post-program:** Participants may undertake a battery of tests administered by therapeutic staff on completion of the program.

- **Post-program:** Participants may complete a program evaluation form

Related research

Ooi, E. J, (2019). Evaluating the Impact of the Intensive Drug and Alcohol Treatment Program (IDATP) on Prisoner Misconduct (Crime and Justice Bulletin No.222). Sydney: NSW Bureau of Crime Statistics and Research.

Halstead, I. & Poynton, S. (2016). The NSW Intensive Drug and Alcohol Treatment Program (IDATP) and recidivism: An early look at outcomes for referrals (Crime and Justice Bulletin No. 192). Sydney: NSW Bureau of Crime Statistics and Research.

Milkman, H. B., Wanberg, K. W. & Gagliardi, B. A. (2009). Criminal Conduct & Substance Abuse Treatment for Women in Correctional Settings: Female-focused strategies for self-improvement and change – Pathways to responsible living. Adjunct Providers Guide. Sage: London.

Stathopolous, M. & Quadra, A. (2014). Women as offenders, Women as victims: The role of corrections in supporting women with histories of sexual abuse. Paper presented at the 'Women as Offenders, Women as Victims' Forum, hosted by NSW Department of Corrective Services, Sydney NSW.

IDATP Access

Program description

The Intensive Drug and Alcohol Treatment Program: ACCESS (or IDATP: ACCESS) is a program for offenders who have alcohol and other drug histories as well as low cognitive functioning and/or intellectual disability. This program is currently only being offered for male offenders whose criminal behaviour has been linked to their substance abuse.

The program was developed in consultation with State-wide Disability Services (SDS). It is run at Geoffrey Pearce Correctional Centre and is facilitated by IDATP Offender Services and Programs Officers (SAPOs) and/or Psychologists.

Intensity: High

Duration: The length of the program may be longer than IDATP due to responsivity needs.

There are a maximum of eight participants in group at any one time.

Eligibility criteria

- Sentenced
- Have at least 12 months to serve prior to the sentence expiry date;
- History of significant substance abuse and drug and alcohol related offending
- If identified as a court based release, have sufficient time to complete the program,
- Have no current or historical child sexual offence convictions;
- Current and prior convictions for *importation/supply commercial quantity* offences will be considered on a case by case basis.
- Have been identified to have low cognitive function and/or intellectual disability, and are then discussed with the SDS team

Suitability criteria

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability. Inmates will need to be classified in a medium or minimum category to be suitable for this program.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.

- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

IDATP Access is a six to ten month program. Treatment can be facilitated in rolling groups. There will be a total of eight participants per group.

All participants have a full-time timetable comprised of three to four group sessions a week, individual interventions, community meetings, structured activities, employment or education. Participants also undertake frequent random urinalysis throughout the program. The program treatment dosage is between 12 to 15 hours of group work per week, with additional one-to-one sessions. With the inclusion of education and employment, the treatment package includes 30 hours of meaningful activities per week.

IDATP Reintegration

IDATP Reintegration aims to provide community reintegration services to enable offenders to prepare for their re-entry to the community. The emphasis is placed on:

- maintaining and building on treatment gains;
- identification of a pathway that enables targeted support during the offender's custodial sentence and into the community.
- promoting engagement with family and community based service providers prior to release

The nature and intensity of Reintegration intervention varies in accordance with participant program progression, offender needs, offender placement and proximity to the participant's earliest possible release date (EPRD). Reintegration support can be provided following graduation and following release from custody.

The IDATP reintegration framework is delivered on a one-on-one basis

IDATP graduates housed at GPCC attend fortnightly community maintenance meetings, while monthly maintenance meetings are held at Dillwynia and GPCC Honour House. IDATP graduates in the community can attend monthly maintenance meetings held at the Blacktown Community Corrections office.

Facilitator training

- Group work facilitation
- Creative group work
- Trauma-informed practice
- Motivational interactions
- Introduction to Cognitive-Behavioural Therapy (CBT)
- RUSH training
- Managing young adult offenders
- Working with AOD offenders
- Mental health first aid (RIT training)
- Maintaining professional boundaries
- Experience working with people with disabilities

Pre / Post program requirements

- **Pre-program:** Participants must consent to a treatment offer in the intensive therapeutic programs.
- **Pre-program:** Participants may undertake a battery of psychometric tests administered by therapeutic staff prior to commencing treatment.
- **Post-program:** Participants may undertake a battery of tests administered by therapeutic staff on completion of the program.
- **Post-program:** Participants may complete a program evaluation form
- Additionally, any assessment that can inform responsivity needs such as intelligence testing or brain injury assessment would be considered extremely helpful. For example, IQ assessment, adaptive functioning assessment, MISOP skills assessment, alerts regarding mobility and or impairment

Related research

Ooi, E. J. (2019). Evaluating the Impact of the Intensive Drug and Alcohol Treatment Program (IDATP) on Prisoner Misconduct (Crime and Justice Bulletin No.222). Sydney: NSW Bureau of Crime Statistics and Research.

Halstead, I. & Poynton, S. (2016). The NSW Intensive Drug and Alcohol Treatment Program (IDATP) and recidivism: An early look at outcomes for referrals (Crime and Justice Bulletin No. 192). Sydney: NSW Bureau of Crime Statistics and Research.

Addiction Support Groups

Addiction support groups can be facilitated for un-sentenced and sentenced offenders. They do not require a risk rating or suitability assessment. They include:

- Alcoholics Anonymous (AA)
- Gamblers Anonymous (GA)
- Crystal Meth Anonymous (CMA)
- Narcotics Anonymous (NA)

Alcoholics Anonymous (AA)

Alcoholics Anonymous is an organisation set up to directly help alcoholics. Alcoholics Anonymous is a fellowship of men and women who gather together to support each other in the pursuit of abstinence from alcohol dependence/abuse.

The goal is to create a satisfying and meaningful life that does not include the abuse/dependence of alcohol. The AA program, known as The Twelve Steps, provides a framework for self-examination and a road to recovery, free of alcohol.

Gamblers Anonymous (GA)

Gamblers Anonymous (GA) is a fellowship of men and women who share their experience, strength and hope with each other to help them and others recover from gambling addiction. The only requirement for membership is a desire to stop gambling.

Narcotics Anonymous (NA)

Narcotics Anonymous (NA) describes itself as a "nonprofit fellowship or society of men and women for whom drugs had become a major problem". Narcotics Anonymous uses a traditional 12-step model that has been expanded and developed for people with varied substance abuse issues.

There are two basic types of meetings, "open" and "closed". Anyone is welcome to attend an open meeting. Closed meetings are limited to addicts and people who think they may have a problem with drugs. Meeting formats vary, but often include reading aloud NA literature which is written by and for members of NA.

Crystal Meth Anonymous (CMA)

Crystal Meth Anonymous (CMA) is a fellowship of people who share their experience, strength and hope with each other, so they may solve their common problem and help others to recover from addiction to crystal meth. The only requirement for membership is a desire to stop using. The

primary purpose is to lead a sober life and to carry the message of recovery to the crystal meth addict who still suffers.

6. Aggression/Violence Programs

Aggressive and violent behaviour can be related to a number of factors including anti-social beliefs about offending behaviour and its impact on others, as well as emotional dysregulation or disinhibitors such as alcohol and drug abuse. Aggression and Violence programs identify and explore the participants' unhelpful beliefs, thinking patterns and emotions that contribute to their aggressive, abusive and violent behaviour. Participants are encouraged to take responsibility and ownership for the way they think, feel and behave.

Aggression and violence programs attempt to equip participants with pro-social strategies and problem solving skills for use in their relationships with family, friends and the wider community. Participants are also invited to consider the values that motivate their actions and to develop relapse prevention plans and strategies for the future. If alcohol or drug use is found to be a significant factor contributing to aggressive and violent behaviour, the offender should also undertake treatment for this.

Criminogenic needs targeted in Aggression and Violence programs

- Antisocial attitudes including attitudes towards violence; and power and control
- Antisocial peers
- Impulsivity and risk-taking behaviour
- Poor cognitive problem solving
- Negative affect and mood e.g. anxiety; and jealousy (specifically in programs addressing domestic abuse)
- Anger and hostility
- Substance use and related problems
- Interpersonal relationships
- Treatment alliance and adherence

The programs aimed at addressing the criminogenic needs of violent offenders include:

- EQUIPS Aggression
- EQUIPS Domestic and Family Violence
- Violent Offender Therapeutic Program (VOTP)
- VOTP – Maintenance Program
- Self-Regulation Program for Violent Offenders
- Community-based high risk management intervention for violent offenders

EQUIPS Aggression

Program description

The EQUIPS Aggression program is designed to increase participants' ability to manage difficult life events and minimise aggressive behaviour. It is based on a strong cognitive behaviour therapy approach and is linked to mindfulness and values

Intensity: Medium-High (only when included with other programs in the EQUIPS suite)

Duration: 20 x 2 hour sessions (40 hours)

The program targets both expressive and instrumental aggression. The addition of an offence mapping process will help participants link their aggressive behaviour to their offence. Its five modules are:

- Identifying emotions
- Aggression management
- Beliefs and values
- Offence Mapping
- Self-management planning.

Eligibility Criteria – Custody

For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Inmates who are on remand or who are appellants are not eligible. Offenders should also meet the following criteria:

- a current or historical criminal conviction for a violence-related offence and/ or
- a history of institutional violence
- Must not have a current sex offence conviction
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - 3 x Offences in Custody related to aggression/violence within the last 12 months
 - Are identified by a management program such as serious or special interest offenders

Eligibility Criteria – Community

For community-based offenders, eligibility will be determined by the Level of Service Inventory Revised (LSI-R). Offenders who are medium risk and above will be eligible for programs, with priority given to those at highest risk.

Male and female offenders who are eligible for EQUIPS Aggression may be included in a mixed group in a community program as long as offenders who may be reasonably expected to be traumatised by participation in a mixed group and/or any local security concerns managed.

Suitability

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors may find the offender unsuitable.

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Community Corrections Officers are responsible for assessing the suitability of offenders under their supervision in the community, and recording this in the case plan for all medium risk and above offenders. This should be undertaken as part of the normal case planning process with consideration of the offenders' risk/needs, the schedule of program at their location, and the amount of time remaining on the order.

Program delivery options

The standard EQUIPS Aggression program consists of 20 x 2 hour sessions (40 hours) divided into five modules of four sessions each. Sessions can be run once or twice per week.

Pre / Post program requirements

- **Pre-program:** A Pre-program Suitability Interview (PPSA) must be done for all offenders in custody.
- **Post-program:** Participants must complete the EQUIPS program evaluation form
- **Post-program:** Participants must have program feedback provided in a post program feedback session

Facilitator training

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days face to face, provided by Brush Farm Academy
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team
- EQUIPS Foundation – 3 days, delivered by the State-wide Programs Team
- EQUIPS Aggression – 2 days, delivered by the State-wide Programs Team

Related research

McGuire (2008) *A review of effective interventions for reducing aggression and violence*
Philosophical Transactions of the Royal Society B, 363, 2577-2597.

EQUIPS Domestic and Family Violence

Program description

The EQUIPS Domestic and Family Violence program is based on cognitive-behavioural therapy (CBT) principles and strategies for behaviour change. The aim and purpose of this intervention is to provide a format that will enable increased access to offenders who have Domestic Violence offences. EQUIPS Domestic and Family Violence can be delivered in Correctional Centres and Community Corrections as part of the EQUIPS suite of intervention programs. The EQUIPS Domestic and Family Violence program includes all forms of domestic and family violence – intimate partner, family, elder and sibling abuse and any type of abuse that is deemed by the courts to be domestic in nature.

Intensity: Medium-High (only when included with other programs in the EQUIPS suite)

Duration: 20 x 2 hour sessions (40 hours)

The program aims are achieved by exploring the following topics:

- Understanding Abusive Behaviours
- Exploring Core Beliefs, Emotions and Mood
- Investigating Offence Mapping
- Understanding Victim Impact
- Relationship Skills and Self-Management Planning

Eligibility Criteria – Custody

- For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Inmates who are on remand or who are appellants are not eligible. Offenders should also meet the following criteria:
 - Current domestic or family violence (DV) conviction
 - Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - Are identified by a management program such as serious or special interest offenders

Eligibility Criteria – Community

For community-based offenders, eligibility will be determined by the Level of Service Inventory Revised (LSI-R). Offenders who are medium risk and above will be eligible for programs, with priority given to those at highest risk.

Suitability

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors may find the offender unsuitable.

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Community Corrections Officers are responsible for assessing the suitability of offenders under their supervision in the community, and recording this in the case plan for all medium risk and above offenders. This should be undertaken as part of the normal case planning process with consideration of the offenders' risk/needs, the schedule of program at their location, and the amount of time remaining on the order.

Program delivery options

- The standard EQUIPS Domestic and Family Violence program consists of 20 x 2 hour sessions (40 hours) divided into five modules of four sessions each.
- NOTE: Group gender composition cannot be mixed

Pre / Post program requirements

- **Pre-program:** A Pre-program Suitability Assessment (PPSA) must be done for all offenders in custody.
- **Post-program:** Participants must complete the EQUIPS program evaluation form

- **Post-program:** Participants must have program feedback provided in a post program feedback session.

Facilitator training

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days face to face, provided by Brush Farm Academy
- Working with Domestic Violence Offenders – 2 days face to face, provided by Brush Farm Academy
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team
- EQUIPS Foundation – 3 days, delivered by the State-wide Programs Team
- EQUIPS Domestic and Family Violence – 2 days, delivered by the State-wide Programs Team
- See *Practice Standards for Men's Domestic Violence Behaviour Change Programs* ([D18/729738](#)) regarding hours of supervised practice required

Related research

Blatch, O'Sullivan, Delaney, van Doorn & Sweller (2016) Evaluation of an Australian domestic abuse program for offending males, *Journal of Aggression, Conflict & Peace Research*, 8 (1) 4-22

Rahman, S. and Poynton, S. (2018). Evaluation of the EQUIPS Domestic Abuse Program (Crime and Justice Bulletin No. 211). Sydney: NSW Bureau of Crime Statistics and Research.

Violent Offender Therapeutic Program (VOTP)

Program description

The Violent Offenders Therapeutic Program (VOTP) is a residential therapy program for men who have a history of violent behaviour. A modified therapeutic community setting enables offenders to work intensively on changing the thinking, attitudes and feelings that led to their offending behaviour. Individuals will work on understanding the factors surrounding their offending behaviour, challenging cognitive distortions, developing perspective taking skills, identifying their offence cycle, risk factors and warning signs and developing detailed self-management plans to assist them in living an offence-free and more satisfying life in the future.

VOTP has been designed to reduce the harm of violence to people in the community and correctional system through a high intensity, therapeutic and educational program for violent offenders. This program aims to address criminogenic needs and risks of re-offending by targeting high risk/needs offenders with a history of violent behaviour (within the correctional system, in the community, or both).

Intensity: High

Duration: Approximately 10 months (Up to 300 hours)

Eligibility criteria

For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised.

Offenders should also meet the following criteria:

- Current violent offence resulting in non-parole period of at least two years.
- History of committing one or more violent offences or history of committing violence within custodial settings.
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - Identification as an Extreme Threat Inmate (ETI) and/or 3 x Offences in Custody related to aggression/violence within the last 12 months
 - Are identified by a management program such as serious or special interest offenders

Decisions regarding the eligibility of violent offenders who fall outside of the above criteria will be made at the discretion of the Chief Psychologist, Intensive Therapeutic Programs.

NB: Violent offenders whose sentence is insufficient to meet the criteria for sentence length may be eligible for the High Intensity Program Unit (HIPU) – VOTP. Eligible participants for HIPU-VOTP are identified at initial classification

Suitability criteria

Immediately prior to an offender being offered a place in the VOTP, an assessment of his immediate suitability will be completed.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The VOTP is delivered in two-hour sessions three to four times a week for approximately 10 months.
- Each group consists of a maximum of 10 to 12 offenders.
- Facilitated as an open group.

Facilitator training

Facilitators must be trained psychologists.

Pre / Post program requirements

- **Pre-program:** Participants must consent to a treatment offer in the intensive therapeutic programs.

- **Pre-program:** Participants may undertake a battery of psychometric tests administered by therapeutic staff prior to commencing treatment.
- **Post-program:** Participants may undertake a battery of tests administered by therapeutic staff on completion of the program.
- **Post-program:** Participants may complete a program evaluation form

Related research

Ang, J. (2007). Evaluation of the Violence Prevention Program: Effects on recidivism, over-controlled hostility and severity of violence in those who re-offend (Unpublished master's thesis), University of New South Wales, Sydney, Australia.

Rahman, S., Poynton, S. and Wan, W. (2018). The effect of the Violent Offender Treatment Program (VOTP) on offender outcomes (Crime and Justice Bulletin No. 216). Sydney: NSW Bureau of Crime Statistics and Research.

Roman (2006) Effects of the Violence Prevention Program on Institutional Behaviour and Recidivism (Unpublished master's thesis), University of New South Wales, Sydney, Australia.

Self-Regulation Program: Violent Offenders (SRP: VO)

Program Description

The Self-Regulation Program: Violent Offending (SRP: VO) is a unique treatment alternative for people with intellectual disability or cognitive impairment who offend, who have limited adaptive skills in the gaol environment, and who need both intensive treatment tailored to their unique responsivity issues and a controlled safe environment.

SRP: VO has been designed to reduce the harm of violence to people in the community and correctional system through a high intensity, therapeutic and educational program within a therapeutic community for people with intellectual and other cognitive impairment who are incarcerated for violent offences (i.e. not of a primary sexual nature). This program aims to address criminogenic needs and risks of re-offending by targeting medium to high risk/needs offenders with a history of violent behaviour (within the correctional system, in the community, or both).

Intensity: High

Duration: Approximately 18 months (Up to 300 hours)

The program provides:

- long term intensive programming, combining the latest empirical research with modalities suited to the participants' responsivity needs
- comprehensive treatment occurring in a secure setting separate from the mainstream gaol
- training in self-help and self-regulation that counters institutional dependence
- treatment methodologies that engage thoughts, feelings and behaviour
- a supportive, firm and consistent holistic treatment atmosphere
- education, training and networking of resources and methods for the wider community through maintenance programming.
- Facilitating Access Requests for National Disability Insurance Scheme (NDIS).

Eligibility criteria

For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised.

Offenders should also meet the following criteria:

- Intellectual disability or cognitive impairment confirmed by State-wide Disability Services (SDS)
- Current conviction for a violent offence

- A history of committing one or more violent offences or have a history of committing violence within custodial settings
- Suitable for one-out cell placement
- May be any classification.

Suitability criteria

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The SRP: VO is a residential therapy program for men who have a history of violent behaviour. The SRP: VO is run in the VOTP Unit in MSPC Area 1, Long Bay Correctional Complex.
- The setting is designed to enable participants who, due to their individual responsibility needs as people with cognitive impairment, require additional supports in programs, to explore and address their offending behaviour within a therapeutic community environment.
- Treatment groups are of two hours duration and occur three times a week. Each group consists of up to 10 participants. Participants remain in treatment for 12 to 18 months.
- Facilitated as an open group.

Facilitator training

Facilitators must be trained psychologists.

Pre / Post program requirements

- Offenders who have completed the SRP: VO treatment can be assessed for suitability to participate in VOTP–Maintenance & Outreach.

VOTP – Maintenance & Outreach

Program description

The Violent Offender Therapeutic Program (VOTP)–Maintenance & Outreach is only provided for graduates of the VOTP or SRP: VO. The VOTP–Maintenance & Outreach service aims to decrease incidents of violence by offenders, both in the correctional system and in the community upon their release, through the following:

- ongoing management of risk factors
- reinforcing knowledge and skills learned during the VOTP
- practising and generalising acquired skills in a variety of situations
- providing reliable, consistent contact with staff who are aware of their background
- supporting transition to and living in the community.

Eligibility criteria

- **Gender:** VOTP Maintenance is currently available only for male participants.
- Most graduates of VOTP are referred to VOTP–Maintenance & Outreach after they complete the treatment program. Eligible participants are then interviewed or included in a maintenance group to determine their overall eligibility to participate. Offenders may be referred to VOTP–Maintenance & Outreach, [Referral to Maintenance & Outreach](#) (D12/162558) or by contacting staff.

Suitability criteria

Even if violent offenders meet the eligibility criteria, a suitability assessment is made on a case by case basis. An offender can be considered unsuitable due to responsivity and/or safety issues.

Exclusion criteria

- Those who have **not** completed the VOTP program or SRP: VO.
- Offenders who return to custody for a serious violent offence are *not* automatically suitable for VOTP Maintenance. The case will be reviewed on an individual basis.

Program delivery options

- VOTP–Maintenance & Outreach is available both in custody and in the community.
- Sessions are conducted in a group format either face to face or by video link. One to one sessions are conducted face to face, by video link or telephone for those offenders who are not able to access a group.
- Offenders are eligible for VOTP Maintenance while they are supervised by parole.

Facilitator training

Facilitators must be trained psychologists.

Pre / Post program requirements

Offenders who have completed the VOTP treatment can be assessed for suitability to participate in VOTP–Maintenance & Outreach.

Related research

Ware, J., Cieplucha, C. & Matsuo, D. (2011). The Violent Offender Therapeutic Programme (VOTP) – Rationale and effectiveness. *Australasian Journal of Correctional Staff Development*, v. 6.

Community-Based Risk Management Intervention for High Risk Violent Offenders

Description

CSNSW does not provide a treatment program in the community of a high enough intensity to meet the criminogenic needs of high risk/needs violent offenders. However, high risk untreated violent offenders that are subject to an order under the Crimes (High Risk Offenders) Act 2006 may be assessed as suitable for limited risk management intervention on a one to one basis.

Risk management aims to address the risk behaviours by implementing alternate behavioural strategies to manage high risk situations. This differs from the VOTP custody-based program which provides treatment or intensive therapy aimed to reduce risk over the long term by changing the entrenched causal factors, such as attitudes or core beliefs, which are related to risk.

Eligibility criteria

- Offenders must have a prior history of committing a serious violence offence.
- Offenders are assessed as being medium-high to high risk of violent offending on the LSI-R or a measure of violence risk (e.g., VRS).
- Offenders have not received intensive treatment over the course of their custodial sentence to address offence-specific issues and have outstanding needs pertaining to their violent offending
- Offenders must either be subject to an Order under the *Crimes (High Risk Offenders) Act 2006* or have an application in progress
- Offenders are in the community
- Offenders can be male or female

Suitability criteria

- Offenders must be under the supervision of the Community Corrections / Extended Supervision Order Team
- Ideally, offenders should have sufficient time remaining on their Order/ parole/ supervision, although priority will be given to those offenders who do not have much time remaining
- Offenders must consent to engage with a psychologist

Exclusion criteria

- Offenders who do not consent to engage with a psychologist
- Offenders who have outstanding mental health issues (i.e. active psychosis)
- Offenders who have identified safety or security issues that would put staff at risk (e.g., aggressive behaviour, weapon use) and they cannot be safely managed.

7. Countering Violent Extremism (CVE) Programs

Countering Violent Extremism (CVE) Programs has a focus on providing assessment and intervention services to offenders identified as being on the spectrum of radicalisation from at-risk of radicalisation or supportive of politically motivated violence through to national security inmates and convicted terrorist offenders. This is sought to be achieved through building resistance to radicalisation through diversion, disengagement and desistance.

The CVE Programs staff are part of a multi-disciplinary team of psychologists, religious support staff, services & programs staff, education staff and custodial staff who provide state-wide services. The CVE Programs teams consist of the Proactive Integrated Support Model (PRISM), the High Risk Management Correctional Centre (HRMCC) and the Terrorism High Risk Offender (THRO) psychology team.

There is currently limited evidence available regarding ‘what works’ in offender programs with terrorism offenders. CVE Programs are developing assessment, intervention and program content and guidelines as well as an evaluation framework, which will contribute to the evidence base for best practice. Presently CSNSW does not facilitate offence-specific group-based programs for those convicted of terrorism offences or offenders who are of concern due to radicalisation.

PRISM

The Pro-active Integrated Support Model (PRISM) service provides a custody-based service for offenders identified as at risk of radicalisation towards violent extremism. The PRISM service is designed to assist identified offenders build resistance to radicalisation through diverting from a radicalisation pathway, disengage from extremist groups or behaviours and desist from support or involvement in offending behaviour and to reintegrate into society.

PRISM seeks to engage offenders in a comprehensive assessment process identifying individual risk indicators in order to develop an individualised intervention plan. Intervention plans seek to incorporate an individual's risk, needs and responsivity factors including both extremist specific and non-specific indicators. Participation in PRISM is on a voluntary basis.

Eligibility criteria

Eligibility for referral traditionally requires that the offender is convicted, with PRISM seeking to engage with offenders 12-24 months prior to their earliest possible release date. The service may give consideration to the inclusion of person(s) remanded in custody subject in each instance to individual assessment and informed consent.

Generally, an offender with outstanding terrorism or national security charges would not be considered eligible until post-conviction and sentencing.

Reasons for referral to the PRISM service may include but are not limited to:

- Behavioural indicators of radicalisation (e.g. extremist language, change in appearance, the use of ideology to justify behaviour)
- Possession or dissemination of extremist materials
- Associations with identified extremists or groups
- Attempts to coerce others to follow an extremist ideology
- Conflict with others due to alignment with an extremist ideology
- Statements promoting the use of extremist violence
- Propagating extremist ideology
- Intention to fight overseas in foreign conflict

Delivery options

- Intervention is provided on an individual basis only. These sessions are conducted face to face, by video link or telephone.
- The engagement and assessment process involves a period of approximately three (3) months and includes engagement with the offender's primary social supports and family.

Chapter 7 – Countering Violent Extremism (CVE) Programs

- The overall length of intervention is flexible; the length of time an individual is engaged with the service depends on individual needs.
- PRISM is not available for on-going service provisions in the community
- For offenders who are actively engaged with PRISM and released under a legal order, including parole or other order e.g. Extended Supervision Order (ESO), PRISM will continue to work with the offender and key stakeholders across the initial 12 week transition period. During this period, PRISM will seek to complete a Reintegration Plan, including risk management strategies.

Terrorism High Risk Offender (THRO) Psychology Team

The CVE Programs Terrorism High Risk Offender (THRO) team have the primary responsibility of assessment and individual intervention for offenders who are considered eligible under the THRO scheme. The THRO legislation is a post sentence scheme consisting of Continuing Detention Orders (CDO) or Extended Supervision Orders (ESO) for offenders who are considered to pose an unacceptable risk of committing a serious terrorism offence.

The THRO Psychology team is responsible for the assessment and the development of an intervention pathway. The goal of intervention is to divert eligible offenders from requiring post-sentence orders.

Eligibility criteria

To be eligible for THRO, an offender must be over 18 years of age, sentenced to a NSW indictable offence AND either has:

- Terrorism related offences
- Engaged in behaviours supportive of terrorism or violent extremist acts; or
- Associated with and/ or is supportive of persons who are part of or affiliated with a proscribed terrorist organisation
- All offenders who are considered eligible for THRO are referred to as ‘terrorism related offenders’ or TRO’s

Delivery options

- Intervention can be provided for eligible offenders both in custody and in the community.
- Intervention is provided on an individual basis only. These sessions are conducted face to face, by video link or telephone.
- The overall length of intervention is flexible; the length of time an individual is engaged with the service depends on individual needs.

HRMCC

The High Risk Management Correctional Centre (HRMCC) is approved by the Commissioner of Corrective Services as a behavioural management unit designed to enable an inmate to progress (or regress) through three stages (across two units of the HRMCC) which have pre-determined levels of access to amenities and activities (refer to Section 65A *Crimes (Administration of Sentences) Act 1999* and COPP Section 3.11 *Behaviour Management*).

This operating structure is designed to aid inmate progression and enable the least restrictive regime possible while maintaining the good order and security of the correctional facility and the custodial system (refer to Section 78A of the *Crimes (Administration of Sentences) Act 1999*).

Each unit is physically self-contained and designed to:

- address identified risk behaviours and inmate needs;
- provide appropriate programs and services (all adapted from the Compendium of Support Services and this Compendium of Offender Behaviour Change Programs);
- standardise access to amenities and activities.

Eligibility criteria

Initial Placement into the HRMCC is a decision made by the Commissioner under Clauses 16(a) and 20 of the *Crimes (Administration of Sentences) Regulation 2014* after a recommendation is received from:

- Inmate Classification and Placement; or
- the Serious Offenders Review Council (SORC) via Inmate Classification and Placement; or
- the High Security Inmate Management Committee (HSIMC) via Inmate Classification and Placement; or
- the Extreme Threat Inmate Management Committee (ETIMC) via Inmate Classification and Placement (non-terrorist/non-extremist inmates only).

An inmate may also be placed directly into the HRMCC by the Commissioner.

Delivery options

HRMCC Area 1

Area 1 is a single unit which is reserved for those inmates who require the highest level of secure management.

Within Area 1, amenities and activities include:

- individual support services;

- individual psychological assessment and interventions;
- individual religious and cultural support services.

HRMCC Area 2: Induction

Amenities and activities available to inmates in the Induction Unit include:

- individual counselling and support services;
- individual psychological assessment and interventions;
- educational assessment and referral;
- individual religious and cultural support services, pastoral care and theological assessment (where indicated and available);
- small group programs and activities (where appropriate).

Associations at any one time while in the Induction Unit must not exceed 3 inmates, including within structured group activities.

HRMCC Area 2: Programs

Amenities and activities available to inmates in the Programs Unit include:

- individual counselling and support services;
- individual psychological assessment and interventions
- approved study/education and vocational activities;
- structured pro-social activity and life skills;
- individual and small group religious and cultural support services, pastoral care and theological assessment and intervention (where indicated and available);
- small group programs and activities including psychological group programs and other Compendium Programs.

Associations at any one time while in the Programs Unit must not exceed 5 inmates, including within structured group activities.

8. Sex Offender Programs

Sex Offender Programs offers a range of intervention strategies for the treatment of men who have committed a sexual offence against children and adults. Programs are designed to target the highest risk needs offender group and work with a range of responsivity issues such as denial and cognitive impairment.

The goal of Sex Offender Programs is to help participants understand what led them to offend and to address the specific areas of risk of the individual to reduce recidivism. The high intensity Sex Offender Program is an intensive custody based residential therapeutic program, while the moderate intensity program may be facilitated in the general gaol population and in a community based program while under supervision by Community Corrections. The programs focus on behaviour change and developing risk management strategies while improving life skills and building on individual strengths. The program enables participants to acquire the knowledge and attitudes necessary to remain offence free and achieve change with a greater ability to have healthy relationships in the future.

Offenders assessed as Very Low risk and Below Average risk of sexual re-offending are INELIGIBLE for Sex Offender Programs as CSNSW does not offer low intensity programs.

Definition of a “sexual offender”

Within CSNSW a “sexual offender” is defined as:

- any convicted offender whose current offences include one of sexual violence,
- any convicted offender who states that he/she has committed acts of sexual aggression (whether they be officially known or not, e.g., includes “no billed” charges), or
- any convicted offender whose offence(s) are determined to have entailed an underlying motivation of sexual violence (sexually motivated murder, burglary with sexual violence as motivation, etc.)

The definition excludes:

- any individual who has a historical conviction for a sexual offence, where 25 years or more has elapsed since the offender was last convicted of a sexual offence (this exemption does not include offenders who are currently convicted of an offence that occurred 25 or more years ago);
- any individual who has a historical conviction for a sexual offence where 11 years has elapsed since first exposure to risk following sanction for the index sex offence (i.e. since released from index sex offence custodial sentence, or since sentenced to a community

order for index sex offence the offender has remained completely offence free for a period of 11 years) AND

- they score in the level I, II or III risk categories on the Static-99R AND
- there are no indicators of deviant behaviour or dynamic risk factors that indicate the need for the offender to be managed as a sexual offender (see Static-99R time offence free and the Appendix A: Guidelines for Determining if a STABLE-2007 is required for a guide on potential dynamic risk factors to consider when making this determination) AND
- they do not have a current/index sexual offence

Criminogenic needs targeted in Sex Offender Programs

The criminogenic needs, or risk factors, are identified from the sex offender specific literature (e.g. Mann, Hanson & Thornton, 2010) and therefore reflect slightly different language to those factors identified for other offence types. They are:

- Sexual self-regulation – sexual deviance, sexual preoccupation, sex as coping
- Offence-supportive attitudes
- Emotional congruence with children
- Intimacy deficits
- Conflicts in intimate relationships
- Lifestyle impulsivity
- General self-regulation problems
- Poor cognitive problem solving
- Noncompliance with supervision
- Grievance/hostility
- Negative social influences

The suite of programs offered includes:

- High Intensity Sex Offender Program (HISOP)
- Moderate Intensity Sex Offender Program (MISOP) – Custody and community based program.
- Deniers Program
- Self-regulation Program: Sexual Offenders (SRP: SO)
- Custody-based Maintenance Program
- Community-based Maintenance Program
- Community-based individual high risk management intervention for sexual offenders

HISOP – High Intensity Sex Offender Program

Program description

HISOP is a prison-based residential therapy program for men who have sexually abused adults and/or children. The program is held within a designated “therapeutic community” designed to help participants work intensively on changing the thinking, attitudes and feelings that led to their offending behaviour. The residential program is highly “offence focused” addressing core sex offender treatment targets such as; sexual self-regulation, sexual deviance, and intimacy deficits. Participants will identify their offence pathway and develop self-management plans to assist them in living an offence-free and more satisfying life in the future.

Residential HISOP community members are offered the opportunity to become involved in education programs, sporting activities and horticulture. This is to promote improved general life skills. Educational programs available may include literacy, art, ceramics and music. Participants may also have the opportunity to pursue academic courses.

Intensity: High

Duration: Approximately 10 months OR maximum 6 months only when combined with dosage from general criminogenic programs (to meet 300 hours)

Pre-requisites for the residential program are participation in:

1. Real Understanding of Self-Help (RUSH) (Dialectical Behaviour Therapy (DBT) program) and EQUIPS Foundation **AND**;
2. Additional EQUIPS programs (e.g. Addiction/Domestic and Family Violence) where indicated in the case plan

Adequate dosage (300 hours) is only met when the whole program pathway is completed.

If RUSH/EQUIPS have not been completed prior to HISOP the duration of HISOP will be approximately 10 months.

Eligibility criteria

- Offenders must meet the criteria of a sex offender as defined above.
- Offenders must be sentenced to a term of imprisonment.
- Offenders must be males.
- STATIC-99R score in the Well above average risk range
- STATIC-99R score in the Above average risk offenders AND identified significant dynamic risk factors (e.g. chronic recidivists)
- Offenders must have sufficient time remaining on their total sentence to complete the program (minimum 12 months to serve before EPRD).
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:

- Are identified by a management program such as serious or special interest offenders

Suitability

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The HISOP residential program runs three to four treatment sessions per week.
- The exact length of treatment for each offender depends on the extensiveness and severity of their treatment needs, their responsiveness to treatment and the number of dosage hours completed in criminogenic programs prior to entry into the HISOP.
- HISOP is run in a rolling group format, which means that when a participant leaves treatment, another replaces him. This format allows for an individual's needs to be assessed by the therapeutic staff in consultation with the participant to ensure that the therapeutic journey is an individualised one.
- Custodial staff that are trained and committed to supporting the rehabilitative efforts by participants support them throughout their treatment.
- Offenders admitted to the HISOP program are accommodated in a self-contained 80 bed unit located in the Metropolitan Special Programs Centre (MSPC 2) at Long Bay Correctional Complex (for minimum security classification only).

Facilitator training

Program facilitators must be psychologists specially trained and experienced in the management and treatment of people who have sexually offended.

Pre / Post program requirements

- **Pre-program:** Participants must consent to a treatment offer in the intensive therapeutic programs.
- **Pre-program:** Participants may undertake a battery of psychometric tests administered by therapeutic staff prior to commencing treatment.
- **Post Program:** Participants may undertake a battery of tests administered by therapeutic staff on completion of the program.
- **Post Program:** Participants may complete a program evaluation form

Related research

Halstead, I. (2016). Does the Custody-based Intensive Treatment (CUBIT) program for sex offenders reduce re-offending? *Crime and Justice Bulletin No. 193*. Sydney: NSW Bureau of Crime Statistics and Research.

Ware, J. & Bright, D. A. (2008). Evolution of a treatment programme for sex offenders: Changes to the NSW Custody-Based Intensive Treatment (CUBIT). *Psychiatry, Psychology and Law*, 15(2), 340-349.

Woodrow, A. C. & Bright, D. A. (2010). Effectiveness of a sex offender treatment program: A risk band analysis. *International Journal of Offender Therapy and Comparative Criminology*, 20(10), 1-13.

MISOP – Moderate Intensity Sex Offender Program (Custody and community-based)

Program description

MISOP is a moderate intensity therapeutic program for men who have sexually abused adults and/or children. MISOP is designed to help participants work on changing the thinking, attitudes and feelings that led to their sexual offending behaviour.

MISOP targets the core issues common to men who commit sexual offences. As with HISOP, during the MISOP program, participants are expected to develop an understanding of and take responsibility for their offending behaviour, examine victim issues, identify their offence pathway and develop detailed self-management plans to assist in their release planning

Intensity: Medium

Duration: Approximately 6 months (130 hours; can be increased if combined with dosage from general criminogenic programs)

MISOP runs in custody and the community, the program content and dosage being commensurate regardless of location. In the community, the program is available for offenders who have not received a custodial sentence or, for those who completed a custodial sentence, but were unable to participate in a sex offender treatment program while incarcerated.

Eligibility criteria

- Offenders must meet the criteria of a sex offender as defined above.
- Must be sentenced to a term of imprisonment or a community-based order
- Offenders must be males.
- Have a combined risk assessment in the Above Average risk range using a combined risk assessment when considering both dynamic risk factors and the STATIC-99R (STATIC-99R minimum score of 3).
- Must not meet the eligibility criteria for HISOP
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
 - Are identified by a management program such as serious or special interest offenders

Suitability criteria

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

To be suitable for the program in the community, offenders must:

- Have sufficient time left on their order/supervision.
- Have access to the metropolitan Sydney area
- Not have significant responsivity issues that would require additional support
- Have protective factors/support networks in community whereby they could be released and managed effectively.

Program delivery options – custody

- MISOP can be run in an open group or closed group format in custody. It is approximately six to eight months in length in the rolling group format, and six months in the closed group format, with two group sessions per week.
- MISOP can be run at multiple locations, primarily at the Metropolitan Special Programs Centre (MSPC) at Long Bay Correctional Complex
- MISOP can be facilitated within the general correctional centre area (i.e. non-residential) or within the HISOP area (i.e. residential) of the aforementioned correctional centres. The physical location of where the group is facilitated is dependent on gaol and program needs and is not reflective of the offenders participating in the program.
- As a non-residential program, participants attending MISOP continue with their regular institutional activities such as work duties, education, etc.
- MISOP may also be run within the HISOP therapeutic community, in which case the HISOP routine applies.

Program delivery options – community

- These treatment groups are facilitated at CSNSW's Forensic Psychology Services (FPS) in Surry Hills, NSW.
- Groups are delivered in an open (rolling group only) group therapy format for approximately twelve months, or more depending on treatment need with one session per week.
- The exact length of treatment for each offender depends on the extensiveness and severity of their treatment needs and their responsiveness to treatment.

Facilitator training

Program facilitators must be psychologists specially trained and experienced in the management and treatment of people who have sexually offended.

Pre / Post program requirements

- **Pre-program:** Participants must consent to a treatment offer in the intensive therapeutic programs.
- **Pre-program:** Participants may undertake a battery of psychometric tests administered by therapeutic staff prior to commencing treatment.
- **Post-program:** Participants may undertake a battery of tests administered by therapeutic staff on completion of the program.
- **Post-program:** Participants may complete a program evaluation form

Related research

Woodrow, A. C. & Bright, D. A. (2010). Effectiveness of a sex offender treatment program: A risk band analysis. *International Journal of Offender Therapy and Comparative Criminology*, 20(10), 1-13.

Self-Regulation Program: Sexual Offenders (SRP: SO)

Program description

The Self-regulation Program: Sexual Offenders (SRP: SO) is a prison-based residential therapy program for men who have sexually abused adults and/or children. It is targeted towards providing sex offender treatment to offenders with an intellectual disability or other cognitive impairment and those who have limited adaptive skills in the gaol environment.

The SRP: SO runs in an open group format and is offered to higher risk/needs offenders. Individuals accepted into the program become “community members” and can expect to remain in the program for approximately 12 to 18 months. During this time, individuals will work on understanding and taking responsibility for their offending behaviour; they will examine victim issues; identify their offence pathway; and develop detailed self-management plans to assist them in living an offence-free and more satisfying life in the future. Other fundamental treatment issues of men who commit sexual offences are also addressed during an individual's time in the program.

Intensity: High

Duration: Approximately 18 months (Up to 300 hours)

There is no SRP: SO program available in the community. Offenders who meet the criteria in the community may be seen for risk management sessions on a one to one basis facilitated at CSNSW's Forensic Psychology Services (FPS) in Surry Hills, NSW.

Eligibility criteria

- Participants must meet the criteria of sex offender as defined above.
- The offender must be currently serving a custodial sentence.
- The SRP: SO is only for male participants.
- STATIC-99R score in the Well above average risk range, or
- At least be assessed in the Above Average risk range using a combined risk assessment when considering both dynamic risk factors and the STATIC-99R (STATIC-99R minimum score of 3).
- Offenders must have an intellectual or cognitive impairment confirmed by CSNSW's State-wide Disability Services (SDS).
- Those who do not meet the program eligibility threshold based on risk, but who are identified with the following needs, may be considered for participation:
- Are identified by a management program such as serious or special interest offenders

Suitability criteria

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The SRP: SO is of 12 to 18 months' duration with three sessions per week.
- The exact length of treatment for each offender depends on the extensiveness and severity of their treatment needs and their responsiveness to treatment.
- The Self-Regulation Program: Sexual Offenders is delivered in an open (rolling) group therapy format within a therapeutic community setting.
- The treatment program is delivered by Sex Offender Programs psychologists in consultation with State-wide Disability Services (SDS).
- Individual treatment sessions are also offered to participants as deemed necessary by the treating psychologist.
- The content and structure of the program are similar to that of the HISOP Program although it is delivered in a manner that is responsive to the learning needs of the participants.
- The program is run in the HISOP (CUBIT) area in the Metropolitan Special Programs Centre 2 (MSPC 2) at Long Bay Correctional Complex and at satellite locations when available
- Individuals admitted to the program at MSPC are accommodated in a special, self-contained unit. This setting, known as a "therapeutic community" is designed to help participants work intensively on changing the thinking, attitudes and feelings that led to their offending behaviour.

- The program is conducted by a multi-disciplinary clinical team with the involvement of custodial staff who are trained and committed to supporting effective work by all participants.
- Facilitated as an open group.

Facilitator training

Program facilitators must be psychologists specially trained and experienced in the management and treatment of people who have sexually offended.

Pre / Post program requirements

- **Treatment offer:** Participants must consent to the treatment offer.
- **Pre-program:** Participants undertake a battery of tests administered by therapeutic staff when they enter the program.
- **Post-program:** Participants undertake a battery of tests administered by therapeutic staff on completion of the program.
- Offenders who have completed the SRP: SO treatment can be assessed for suitability to participate in Sex Offender Programs custody and community-based maintenance groups.

Related research

Keeling, J. A., Rose, J. L. & Beech, A. R. (2006). An investigation into the effectiveness of a custody-based cognitive-behavioural treatment for special needs sexual offenders. *The Journal of Forensic Psychiatry & Psychology*, 17(3), 372–392.

Deniers Program

Program description

The Custody-based Deniers Program aims to provide a prison-based non-residential treatment program for men who have been convicted of sexually abusing adults or children, yet have always maintained that they were wrongfully accused or falsely identified for all sexual offences they have been convicted of. These offenders are categorically denying that any sexual contact occurred between themselves and the victim(s). There are sometimes exceptions made by Sex Offender Programs based on the treatment needs of the individual and this will be determined by a case by case basis. The definition of 'denial' used for the Deniers program is that of Categorical Denial.

Intensity: Medium

Duration: Approximately 6 months (130 hours; can be increased if combined with dosage from general criminogenic programs)

The Deniers Program is an adaptation of a standard treatment program where the risk factors associated with sexual offending are addressed without participants needing to admit to the actual offending. It aims to help these men understand the factors or problems in their lives that led them to be in a position where they were accused and could be accused of a sexual offence and helps them develop strategies to prevent this from happening again. It aims to help participants to:

- take responsibility for their being accused of a sexual offence and their future
- examine victim issues
- identify how and why they were accused
- develop new strategies and skills to use in relationships and in coping with their emotions
- develop a detailed self-management plan to assist in their release planning.

Eligibility criteria

- Offenders must be males and meet the criteria of a sex offender as defined by CSNSW as listed above.
- Offenders must at the time of referral be serving a custodial sentence.
- Offenders must have always maintained categorical denial for all sexual offences that they have been convicted of. There are sometimes exceptions made by Sex Offender Programs based on the treatment needs of the individual and this will be determined by a case by case basis
- STATIC-99R score in the Well above average risk range, or
- At least be assessed in the Above Average risk range using a combined risk assessment when considering both dynamic risk factors and the STATIC-99R (STATIC-99R minimum score of 3).

- Offenders must have sufficient time remaining on their total sentence to complete the program

Suitability criteria

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The Deniers Program is delivered by psychologists from the Sex Offender Programs Unit in a closed group therapy format with two sessions per week. The program is approximately six to seven months in length.
- The frequency with which the Deniers program is run is in response to treatment waiting list needs. The Sex Offender Programs Unit can provide further information as to when the next Deniers group is anticipated to commence. It is generally run on a 12 to 18 month cycle as required.

Facilitator training

Program facilitators must be psychologists specially trained and experienced in the management and treatment of people who have sexually offended.

Pre / Post program requirements

- **Referral:** Participants must consent to be referred to the program.
- **Treatment offer:** Participants must consent to the treatment offer.

- **Pre-program:** Participants undertake a battery of tests administered by therapeutic staff when they enter the program.
- **Post-program:** Participants undertake a battery of tests administered by therapeutic staff on completion of the program.

Related research

Ware, J. & Mann, R. E. (2012). How should “acceptance of responsibility” be addressed in sexual offending treatment programs? *Aggression and Violent Behavior* 17, 279–288.

Marshall, W. L., Marshall, L. E. E., & Ware, J. (2009). Cognitive distortions in sexual offenders: Should they all be treatment targets? *Sexual Abuse in Australia and New Zealand*, 2, 21-33.

Custody-based Maintenance Program

Program description

The SOP–Custody-based Maintenance Program has been designed to be a continuation of sexual offence-specific treatment. It aims to assist participants to start to generalise skills and implement strategies developed in treatment and to allow offenders to demonstrate behaviour change in a supportive environment. The program aims to strengthen the participants' self-management and release plans.

Eligibility criteria:

- Must have previously participated in a CSNSW sex offender treatment program (e.g. HISOP, MISOP, SRP: SO etc.)
- Must be currently serving a custodial sentence.
- Must be male.

Suitability criteria

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.

Program delivery options

- Custody-based maintenance is only available to men who have completed a sex offender treatment program.
- The Custody-based Maintenance Program is delivered in a group format. As a non-residential group, participants attending Custody-based Maintenance continue with their regular institutional activities such as work duties, education, etc.

Facilitator training

Program facilitators must be psychologists specially trained and experienced in the management and treatment of people who have sexually offended.

Pre / Post program requirements

- **Recommended for Custody-based Maintenance:** Participants must have an identified therapeutic need for participation in the program. Specific goals must also be identified for the participant to address or demonstrate during their time in the program.
- **Referral:** Participants must consent to be referred to the program.

Community-based Maintenance Program

Program description

The SOP-Community-based Maintenance Program is provided for sexual offenders who have successfully completed sex offender treatment in custody. Attending community maintenance is normally a parole condition. These groups are currently run only at Forensic Psychology Services (FPS) located in Surry Hills, referrals are taken from the Sydney metropolitan, or greater metropolitan area.

The SOP - Community-based Maintenance Program seeks to help offenders who have completed HISOP or MISOP or SRP: SO. The goal of maintenance is to support offenders in implementing their risk management strategies once released into the community. Studies indicate that the highest risk period for some sexual offenders is during the first few years after release and that the longer a participant receives aftercare the less likely they are to reoffend. It is with these considerations in mind that the Community Maintenance Program provides higher intensity interventions at the beginning of an offender's parole period tapering off as the offender demonstrates higher levels of stability.

Group work focuses on reinforcing and generalising the knowledge and skills gained from custodial treatment and to continue to work on areas that need further development. It also is designed to help these offenders to further develop and implement their self-management plans, build personal protective factors and access support networks in a community context.

Eligibility criteria

- Adult male sexual offenders who have completed the HISOP program in custody or equivalent graduates can participate in the Maintenance Program.
- Well Above Average and Above Average risk sex offenders will take priority.
- Average risk offenders (STATIC-99R score 3) who present with significant transitional issues requiring short-term Maintenance as follow-up may be eligible when assessed on a case by case basis.
- Offender has provided signed informed consent to participate.
- An offender who is under the supervision of Community Corrections. (NB: Once the parole period has expired, the offender can no longer receive services from FPS).
- Must be able to access the location

Suitability criteria

A MISOP or SRP: SO graduate may be assessed on an individual basis for suitability for the Community-based Maintenance Program if the offender has:

- Significant sexual deviancy or acute sexual self-regulation issues

- no support in the community
- poor treatment outcome or participation
- been specifically recommended in the MISOP treatment report requiring transitional support.
- Offenders must have a level of stability that they can engage in psychological interventions and not be impeded by significant drug abuse, significant mental health issues, or aggressive behaviour,
- a history of alcohol abuse when relapse is considered significant and offence related.

Program delivery options

- The Community-based Maintenance Program is delivered in an open (rolling) group therapy format with participants eligible to attend sessions until they have completed their sentence.
- All Well Above Average risk offenders are expected to commence maintenance on a weekly basis, and their progress is reviewed regularly.
- As offenders demonstrate successful reintegration into the community, the frequency of their attendance is gradually reduced, with some offenders only attending every four weeks.
- Supplementary individual sessions are also offered for those offenders who demonstrate additional risk-needs.
- Maintenance may also be offered exclusively on an individual basis, for those offenders who demonstrate significant outstanding treatment areas or those who would have their responsivity needs better met through an individual modality. At a later time, these offenders may then be placed into a maintenance group, if deemed appropriate.

Facilitator training

Program facilitators must be psychologists specially trained and experienced in the management and treatment of people who have sexually offended.

Pre / Post program requirements

- Referral: Participants must consent to participate in the program, usually at the completion of HISOP or with their parole officer, upon release. All HISOP graduates are required to participate in maintenance, unless they are released to a rural location or
- In extenuating circumstances (i.e. mental health). MISOP graduates who also have significant high risk needs (i.e. sexual self-regulation) can also be referred.
- Pre-program: All participants have an individual meeting with the allocated psychologist in order to assess maintenance needs and goals.
- Post-program: Participants usually sit with their psychologist for an 'exit interview' which may also include referral onto community services or other follow-up services as needed.

Community-Based Risk Management Intervention for High Risk Sexual Offenders

Program description

CSNSW does not provide a treatment program in the community of a high enough intensity to meet the criminogenic needs of high risk/needs sex offenders. However, Well Above Average and Above Average risk sex offenders that are found unsuitable to participate in custodial based Sex Offender Program may be assessed as suitable for limited risk management intervention on a one to one basis provided by SOP psychologists.

Risk management aims to address the risk behaviours by implementing alternate behavioural strategies to manage high risk situations. This differs from the Sex Offender Programs high intensity custody-based group program (HISOP), which provides treatment or intensive therapy aimed to reduce risk over the long term by changing the entrenched causal factors, such as attitudes or core beliefs, which are related to risk.

Eligibility criteria

- Offenders must meet the criteria of a sex offender as defined by CSNW as listed above.
- Offenders must be in the community.
- Offenders can be male or female.
- Offenders can be deniers as well as those who acknowledge responsibility.

Suitability criteria

- Offenders must have outstanding risk-needs pertaining to sexual offending behaviour or be assessed as being Well Above Average risk on the Static-99R .
- Offenders must be under the supervision of Community Corrections.
- Ideally, offenders should have sufficient time remaining on their order/ parole/ supervision, although priority will be given to those offenders who do not have much time remaining.
- Offenders must consent to engage with the Forensic Psychology Services (FPS).
- Offenders must have a level of stability that they can engage in psychological interventions and not be impeded by significant drug abuse, significant mental health issues, or aggressive behaviour

Program delivery options

- Risk management sessions usually take the form of individual sessions. These sessions can be time-limited (i.e. three to four risk management sessions to address specific issues or due to expiration date) or long-term depending on the offender's needs [i.e. untreated offenders on the Extended Supervision Order (ESO), high risk offenders].

- Session frequency can range from weekly (for those requiring more intensive intervention) to six weekly (for those who are being stepped-down or preparing for expiration of parole/supervision).
- Offenders who receive longer-term risk-management intervention are reviewed, as progress is made, and a decision is made regarding their frequency of attendance.

Facilitator training

Program facilitators must be psychologists specially trained and experienced in the management and treatment of people who have sexually offended.

Pre / Post program requirements

- **Referral:** The offender must consent to participate in Forensic Psychology Services (FPS) programs.
- **Service offer:** The offender must consent to participating in sessions.
- **Pre-program:** Offenders will be seen by a Community Corrections psychologist or a psychologist from FPS to determine intervention needs.
- **Post-program:** Referral on to community services as needed. A summary is also made including issues covered as well as those requiring on-going support

9. Young Adult Offender Program

Gurnang Life Challenge

Program description

The Gurnang Life Challenge is designed to give minimum security young adult male offenders opportunity to address issues that have contributed to their offending behaviour. The program includes interventions that address offending as well as vocational education, work readiness, personal development and dynamic risk.

Intensity: High

Duration: 16 weeks (Up to 200 hours)

The Gurnang Life Challenge:

- provides a combination of adventure and experientially-based activities, linked to cognitive based learning and other interventions which address common dynamic risk and specific criminogenic risks
- delivers program sessions adapted from the EQUIPS suite of programs to all suitable participants as determined by the Most Appropriate Pathway (MAPP) tool
- assesses each individual's progress during the program

Eligibility criteria

For a custodial population, offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised. Eligibility will consider time remaining in their total sentence.

To be eligible for the Gurnang Life Challenge:

- offenders will be male,
- aged between 18 and 25
- have between 5 months and 3 years remaining on their sentence.

Offenders should also meet the following criteria:

- Must not have a current sex offence

Note that even if an offender meets the eligibility criteria, a suitability assessment is still required on a case by case basis as certain factors result in the offender being unsuitable. This can happen before identification and also after placement

Suitability criteria

The primary assumption is that all eligible participants are suitable unless there are significant or extenuating circumstances that would prevent them attending or place them at risk of not completing a program.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Offenders should also meet the following suitability criteria:

- Must hold a C2 minimum security classification rating and meet the placement requirements for Oberon Correctional Centre
- Must not be on an opioid substitution program
- Must be able to obtain Justice Health Remote Centre clearance (JH&FMHN Isolated sites).

Program delivery options

- The program is delivered in a closed group format
- The program is delivered over 16 weeks at Oberon Correctional Centre

Pre / Post program requirements

- Participants undergo a pre-program suitability interview and a MAPP on arrival at Oberon Correctional Centre.

Facilitator training

Staff must complete the following training to be able to facilitate the Gurnang Life Challenge:

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Motivational Interviewing – 2 days provided by Brush Farm Academy,
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience.
- Introduction to Cognitive-Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team, or similar qualifications from a recognised teaching facility and/or relevant experience. EQUIPS and any other relevant program training
- Certificate IV in Outdoor Recreation (Adventure Based Facilitators Only)
- Wilderness Leaders First Aid (Adventure Based Facilitators Only)

Co-facilitators and accompanying Custodial Staff are not required to hold these qualifications.

10. Safe Driver Programs

Sober Driver Program (SDP)

Program description

The Sober Driver Program (SDP) is an evidence-based, nine session group program that targets serious and/or repeat drink drivers. It assists these offenders to understand the consequences of their behaviour, identify their personal risk factors in relation to drink driving and it guides them to formulate realistic personalised strategies to avoid drink driving in future.

The educational and therapeutic aspects of the program enable the offender to understand the chain of events, decisions and actions that led to their offence. Unlike driver education programs, SDP uses group work facilitators who are trained to engage the participants in activities while encouraging them to interact with and learn from each other in a therapeutic group program format.

Outcome evaluations conducted in 2006 and 2010 state that the program is highly effective in reducing offending.

Intensity: Low

Duration: 9 x 2 hour sessions plus a 2-hour take-home task (a total of 20 hours)

Eligibility criteria

Offenders are automatically eligible for the Sober Driver program if:

- They have a current court based order for a drink driving offence (or driving offence where alcohol has been established as a contributing factor); and
- They have been convicted of at least 1 previous drink drive offence within the last 5 years.

Offenders may be conditionally assessed and deemed eligible for the Sober Driver program if:

- They have a current court based order for a drink driving offence (or driving offence where alcohol has been established as a contributing factor); and
- They were convicted of at least 1 previous drink driving offence in the 5-10 year period prior to their current offence; or
- The current drink driving offence is of a serious nature, for example:
 - Mid and high range PCA
 - Refuse breath analysis
 - Drive under the influence of alcohol

- Dangerous driving occasioning grievous bodily harm or death where alcohol is present

In addition to meeting one of the conditional program eligibility criteria above, the offender must also meet one (or more) of the following additional risk factors:

- An LSI-R score (or equivalent) of medium risk or greater; or
- Offender's pattern of alcohol consumption continues to place them at risk; or
- The offender admits or suggests that they regularly drink and drive without being detected by police

Suitability

Eligible participants should be interviewed prior to referral to determine suitability with consideration given to such factors as:

- Logistical issues preventing offender from participating such as transport availability;
- Competing commitments such as employment and/or study.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Note that offenders deemed unsuitable on the basis of motivation are required to be provided with additional support to assist program readiness.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for participation in the program.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The program is presented in 9 sessions of 2 hours duration and an additional 2 hours of take home tasks.
- These sessions may be delivered in single sessions over 9 weeks or in 3 session blocks over 3 weeks.

Pre / Post program requirements

- **Post-program:** Participants must complete the Sober Driver Program evaluation form

Facilitator training

Facilitators must complete:

- Sober Driver Program facilitator training (3 days) that can be arranged through the SDP Unit; and
- Group Work Facilitation training provided by Brush Farm Academy (or have similar qualifications from a recognised teaching facility or have reasonable experience in program facilitation) within 12 months of SDP facilitator training.

Related research

ARTD Consultants (2006). Evaluation report on the Sober Driver Program. (Unpublished report). Commissioned by Department of Corrective Services NSW.

ARTD Consultants (2010). Analysis of recidivism among Sober Driver Program participants (Unpublished report). Commissioned by Department of Corrective Services NSW.

TRIP

Program description

TRIP is an evidence-based ten session group program that targets serious and/or repeat high-risk driving offenders. It assists offenders to:

- Understand the link between high risk driving and road deaths and injuries (the problem)
- Increase awareness of the decisions and behaviours that contributed to their offence
- Learn skills and strategies to be a safe and legal driver in the future (the solution)

The educational and therapeutic aspects of the program enable the offender to understand the chain of events, decisions and actions that led to their offence and then implement 'low risk' driving behaviours to reduce the risk of harm to themselves and other road users.

Intensity: Low

Duration: 10 x 2-hour sessions plus 2-hours of take-home tasks (total of 22 hours)

Eligibility criteria - Custody

Offenders must be assessed as program eligible and offenders identified as having the highest risk of return to custody as assessed by the TRAS are prioritised.

Offenders must also have a current conviction for a serious traffic offence (from the sentencing event that led to their conviction).

Examples of serious traffic offences include:

- A serious or repeat drink driving offence
- A serious or repeat drug driving offence
- Predatory driving or menacing driving
- Excessive speeding
- Police pursuit
- Dangerous or Negligent driving
- Any driving offence causing death or grievous bodily harm
- Furious or reckless driving
- Failing to stop and assist
- Street racing and other 'hoon' offences

Note: If an offender does not have a current conviction for a serious driving offence but is considered as someone who might benefit from participation in TRIP, an application for approval of inclusion must be sought and approved in writing by the Safe Driver Programs unit:

SafeDriverPrograms@justice.nsw.gov.au

TRIP is currently delivered only in correctional settings. It is not intended to replace the delivery of the Sober Driver program in community settings

Suitability

TRIP is designed to accommodate responsiveness issues such as low levels of literacy and low motivation.

Note that if an offender meets the eligibility criteria; a suitability assessment is still required on a case by case basis as certain factors may impact their suitability to participate in the program. Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation; evidenced by complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

TRIP is currently only delivered in custodial settings.

The program is presented in 10 sessions of 2 hours duration and an additional 2 hours of in-cell tasks.

These sessions may be delivered in single sessions over 10 weeks or in 2 session blocks over 5 weeks.

Pre / Post program requirements

- **Pre-program:** A Pre-program Suitability Assessment (PPSA) must be done for all offenders in custody.
- **Post-program:** All participants must complete the TRIP program evaluation.

Facilitator training and accreditation

TRIP facilitators are trained to engage the participants in activities while encouraging them to interact with and learn from each other in a therapeutic group program format.

Facilitators must complete:

- TRIP facilitator training (3 days) that can be arranged through Safe Driver Programs Unit; and
- Group Work Facilitation training provided by Brush Farm Academy (or have similar qualifications from a recognised teaching facility and/or have reasonable experience in training or presentation).
- Creative Group work training (provided by the State-wide Programs Team) within 12 months of TRIP facilitator training.

Facilitators of TRIP will be considered probationary until they have complied with the TRIP accreditation process and been assessed as proficient in program delivery.

Related information

<https://towardszero.nsw.gov.au/sites/default/files/2018-02/road-safety-plan.pdf>

<https://towardszero.nsw.gov.au/>

11. Wellbeing Programs

These programs are described as Wellbeing as they most often do not directly address factors that are empirically linked to a reduction in offending behaviour. Rather, they holistically target those responsibility factors that can get in the way of an offender's ability to engage in a program that targets criminogenic factors. This would then aid the offender to re-integrate into the community in a pro-social way.

Wellbeing programs include:

- Aboriginal Cultural Strengthening Program
- Dads and Family (Aboriginal Babiin-Miyagang) Program
- Mothering at a Distance (MAAD)
- Out of the Dark

Aboriginal Cultural Strengthening Program

Program description

State-wide Programs and the Aboriginal Strategy and Policy Unit (ASPU) together aimed to create a culturally appropriate resource that could be disseminated throughout the field to assist in the rehabilitation of Aboriginal people in custody.

The ASPU worked closely with the State-Wide Programs Team to develop this addendum that would be delivered across all centres. This resource incorporates key learning strategies from the mainstream program known as The Real Understanding Self Help [RUSH] program.

The aim of the program is to address responsivity issues for Aboriginal offenders including inter-generational trauma and disconnection from community so they can:

- develop new coping skills for dealing with life's stress
- develop new communication skills necessary for improved relationships
- recognise Aboriginal Culture and Belonging
- raise awareness of self-efficacy and self-care towards prosocial living

Duration: 4 x sessions, each up to 2 hours duration

The aims of the program are achieved through four sessions:

- Belonging, Kinship and Me!
- Wise Mind and Me!
- Self-Care and Me!
- Relationships and Me!

Eligibility criteria

Those eligible to participate in the program must

- Identify as Aboriginal or Torres Strait Islander
- Be sentenced
- Not be convicted of sex offences
- Not have any child protection restrictions e.g., AVO involving children
- Not have acute active symptoms of mental illness e.g., active psychosis

Prioritisation of eligible candidates will consider time remaining in an offender's total sentence.

Suitability

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation evidenced by; complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

The Cultural Strengthening Program has four sessions of approximately 2 hours duration.

As the Cultural Strengthening program does not teach Aboriginal culture, program facilitators are not required to be Aboriginal. Program facilitators must however be trained to deliver the Aboriginal Cultural Strengthening program by an Aboriginal CSNSW program trainer. Training in RUSH is a pre-requisite for staff participation Cultural Strengthening training.

NOTE: The program delivery option by non-Aboriginal SAPOs has been vetted by the Principal Manager of the Aboriginal Strategy & Policy Unit.

Dads and Family (Aboriginal Babiin-Miyagang) Program

Program description

The Dads and Family (Aboriginal Babiin-Miyagang) Program aims to help participants:

- understand the changing role of Aboriginal dads in society
- understand kids' needs and how dads can take care of their kids
- understand grief, loss and anger (for the child, the dad and the mum)
- develop new communication skills necessary for improved relationships
- understand the needs of the kids' mum and form more supportive ways of managing kids' issues
- develop new coping skills for dealing with life's stress
- develop new child management skills (both in families that live together and apart)
- recognise ways Aboriginal dads can protect their kids.

Duration: 5 x sessions, each of 3 hours duration

Eligibility criteria

Those eligible to participate in the program must

- be male AND
 - Identify as Aboriginal or Torres Strait Islander or
 - have parental care responsibilities for a child who is Aboriginal or Torres Strait Islander
- Be sentenced
- Not be convicted of sex offences
- Not have any child protection restrictions e.g., AVO involving children
- Not have acute active symptoms of mental illness e.g., active psychosis

Prioritisation of eligible candidates will consider time remaining in an offender's total sentence.

Suitability

Offenders in custody, who are eligible, require a Pre-Program Suitability (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.

- Serious lack of Motivation evidenced by; complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

The Dads and Family (Aboriginal Babiin-Miyagang) Program has five sessions of approximately 3 hours duration. These include:

- Being a dad today – explores the role of a father and the participants' experiences of parenting and being a parent.
- Understanding our kids – explores issues concerning child development and developmental needs of children
- Yarning – explores communication issues and various effective communication techniques.
- Keeping our kids safe – explores issues surrounding the safety and security of our children and strategies to enhance kid's safety.
- Coaching our kids – explores issues of discipline, education, various parenting skills and strategies to enhance these areas of being a dad.

Facilitator training

Dad's and Families program facilitators must be Aboriginal and trained to deliver the program by an Aboriginal CSNSW program trainer.

When delivered using a single facilitator model, the Dad's and Families program must be delivered by a male. When delivered using a dual facilitator model, one facilitator must be male.

Pre / Post program requirements

- **Pre-program:** It is suggested that a pre-group interview with participants be conducted in a group setting.
- **Post-program:** Follow-up group meetings are also suggested with those who have completed the program.

Related research

Alt Beatty Consulting. (2007). Evaluation Report – Hey Dad! Program for Indigenous dads, uncles and pops. Commissioned by Uniting Care Burnside and Centacare. Sydney, Australia: Doran Beatty.

Brown, C. P. & O’Sullivan, K. (2013). Somebody’s mum, somebody’s dad: Parents as offenders and offenders and parents in New South Wales. *Australasian Journal of Correctional Staff Development (AJCSD)*. To access the full article [click here](#)

Rossiter C, Power T, Fowler C, Jackson D, Roche M, Dawson, A. (2017) “Learning to become a better man”: Insights from a fathering programme for incarcerated Indigenous men. *Aust J Soc Issues*. 2017;52:13–31.

Mothering at a Distance (MAAD)

Program description

The Mothering at a Distance (MAAD) is an educational program that was written as a joint initiative between CSNSW and the Tresillian Family Care centres, Mothers and Children Program and the National Crime Prevention Program. MAAD is provided under the “Their Futures Matter: Transforming life outcomes for vulnerable children and families” strategy of the NSW Government (formerly “Keep Them Safe: A Shared Approach to Child Wellbeing”). This strategy aims to enhance the delivery of family or community services to improve the safety, welfare and well-being of children and young people by enhancing universal service delivery and strengthening partnerships with non-government organisations in delivery of community services.

MAAD aims to enhance the mother-and-child relationship, increase the participant’s maternal sensitivity and reduce trauma during separation caused by incarceration. MAAD aims to break the intergenerational cycle of crime by:

- enhancing the mother-and-child relationship
- increasing the mother’s ability to reflect on their own and their infants’ behaviours, thoughts and feelings in regard to attachment
- building on maternal strengths
- increasing the mother’s knowledge and skills to care for her infant
- enhancing the positive impact of the mother’s current caregiving patterns
- reducing negative (punitive) parenting practices.

Duration: 10 x sessions, each of 1.5 to 2 hours duration

The program sessions cover the following topics: Celebrating children, Parenting strengths, Impacts of safety, Building stronger connections, Limits Setting, Discipline, Craft activities, and Self- reliance strategies.

Eligibility criteria

Those eligible to participate in the program must

- Be a mother or a parental caregiver who has significant responsibility for the care of children aged 0 to 5 years (this can include aunts and grandmothers if they are the primary parental care giver to a child)
- Be sentenced
- Not be convicted of sex offences
- Not have any child protection restrictions e.g., AVO involving children
- Not have acute active symptoms of mental illness e.g., active psychosis

- Not be currently experiencing any alcohol or other drug withdrawal symptoms

Prioritisation of eligible candidates will consider time remaining in an offender's total sentence. On occasion mothers with older children can be considered for participation.

Suitability

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation evidenced by; complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.
- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

- The program is delivered in a group setting. It consists of 10 sessions, each of 1.5 to 2 hours duration.
- The program has some flexibility as it can be delivered in a variety of modes:
 - over a block of 5 days with two sessions and a craft component each day; or
 - over 5 weeks with a double session or twice a week; or
 - over 10 weeks with a craft component at the end of each session.
- The program can be delivered to suit the constraints of the centre.

Facilitator training

- Group Work Facilitation, provided by Brush Farm Academy, or equivalent to that provided in the Plan and Conduct Group Activities Course (CHCGROUP403D), or similar qualifications from a recognised teaching facility
- Creative Group Work Skills – 6 days in 2 blocks, delivered by the State-wide Programs Team
- Introduction to Cognitive Behavioural Therapy (CBT) – 1 day, delivered by the State-wide Programs Team

Pre / Post program requirements

- **Pre-program:** Participants should be interviewed and referred by the primary Case Worker or Service and Program Officer prior to acceptance to determine their level of readiness, motivation and to screen out any significant mental health issues that would prevent them from successfully participating in the program.
- **Post-program:** Participants must complete a post program evaluation. A follow up session is recommended once the program is complete.

Related research

Perry, V., Fowler, C. & Heggie, K. (2009). Evaluation of the Mothering at a Distance Program. Barton. ACT: Commonwealth of Australia.

Raeder, M. (2013). Pregnancy- and child-related legal and policy issues concerning justice-involved women. US Department of Justice National Institute of Corrections. Download the full report in pdf here ([opens in a new window](#)).

Rossiter, C., Power, T., Fowler, C., Jackson, D., Hyslop, D. & Dawson, A. (2015): Mothering at a Distance: what incarcerated mothers value about a parenting programme, Contemporary Nurse.

Out of the Dark

Program description

Out of the Dark is a program for women who have experienced domestic and family violence as victims. It is designed to help participants identify issues around domestic and family violence and to identify the options and support available.

Women who are dealing with traumatic experiences such as domestic abuse may have difficulty engaging in the personal work of rehabilitation and behaviour change in other programs. Out of the Dark is an opportunity for them to address these issues in such a way as to help them enter other programs.

Duration: 6 x sessions, each of 1.5 to 2 hours duration

Eligibility criteria

Those eligible to participate in the program must

- Be female
- Be sentenced, with enough time remaining on their sentence to complete the program.
- Be a victim of domestic Violence (offenders who have been a perpetrator of domestic violence (even if they have also been a victim) are not eligible for this program)
- Not be convicted of sex offences
- Not have acute active symptoms of mental illness e.g., active psychosis

Prioritisation of eligible candidates will consider time remaining in an offender's total sentence.

Suitability

Offenders in custody, who are eligible, require a Pre-Program Suitability Assessment (PPSA) to ascertain their suitability.

The below is a list of possible reasons an inmate may be found unsuitable for programs as determined by the PPSA:

- Logistical issues preventing offender from participating in a program; consider issues such as participation in a vocational traineeship, classification rating, protection status, staff safety and non-association alerts, etc.
- Serious lack of Motivation evidenced by; complete unwillingness to participate in the program; hostile toward staff; would derail the group dynamic and commencing a program would not in itself provide sufficient increase in motivational or engagement. Requires

individual motivational support prior to commencing a group program. If deemed unsuitable referral MUST be generated for program support.

- Serious health or mental health issues; consider whether there is sufficient evidence that the offender is suffering from any serious health or mental illness that would genuinely render the offender unsuitable for programs at this time. If deemed unsuitable referral MUST be generated to appropriate service.
- Serious cognitive or comprehension impairment; offenders with a disability are not to be found unsuitable for programs without having sought advice from State-wide Disability Services (SDS) about level of support that is required and available

Program delivery options

The program has a total of six sessions, each of 1.5 to 2 hours duration delivered one to two sessions per week. Facilitators must ensure there is adequate time between sessions for participants to integrate the learning from previous sessions.

Facilitator training

Facilitators should have completed Creative Group Work Skills Training, Out of the Dark program training and the Working with Domestic Violent Offenders Training at Corrective Services Brush Farm Academy.

Pre / Post program requirements

While no specific pre-program assessment currently exists for Out of the Dark, participants should undergo a pre-program interview to determine motivation, readiness and suitability.

Related research

Hando, K. (2011). Baseline study of the Out of the Dark Program. OPU Practice Development Series No. 17, Corrective Services NSW.

Moloney, K., Van den Bergh, B., & Moller, L. (2009). Women in prison: The central issues of gender characteristics and trauma history. *Public Health*, 123, 426–430.

Zust, B. (2009). Partner violence, depression, and recidivism: The case of incarcerated women and why we need programs designed for them. *Issues in Mental Health Nursing*, 30, 246–25

12. Document information

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13. Document history

Version	Date published online	Reason for Amendment
1.0	June 2016	
2.0	September 2018	Updated contents and criteria for program suite
3.0	May 2020	Premier's Priorities – Strategy to reduce re-offending; updated program content and criteria
3.1	February 2021	Updated exclusion/suitability criteria related to disabilities; addition of CONNECT, SSIP and MIP sections; amendment to IDATP criteria