

## The Graduate Diploma

### Requirements for Higher Education Providers and learners

#### 1. Introduction

The Graduate Diploma will be in Community Justice or a similar discipline. It will provide a direct route for Probation Services' Officers (PSO) with relevant degrees to qualify for Probation Officer roles without having to pursue a further Honours Degree. It is designed to enable PSOs to demonstrate occupational competence in the delivery of appropriate probation outcomes when working as Probation Officers with high risk offenders.

#### 2. Eligibility

To be eligible for recruitment and selection onto the Graduate Diploma Pathway, individuals must already hold an appropriate, recognised relevant Honours Degree (See appendix 2.1.3a). Newly appointed and existing PSOs with relevant degrees can be considered for this pathway. All newly recruited PSOs on the Graduate Diploma pathway must attend the 10 day Gateway to Practice induction programme prior to commencing the programme (Appendix 2.1.1a)

#### 3. Part one - Vocational Qualification level 5, initial 6 units.

The first part of the Graduate Diploma pathway consists of obtaining six units at level 5 of the Vocational Qualification in Offender Management, (See Appendix 2.1.2b). The units will be selected from the optional level 5 units and will normally be demonstrated within 6 months of commencement and prior to undertaking the academic element of the Graduate Diploma

#### 4. Part 2 -Graduate Diploma and part 2 of Vocational Qualification level 5

The academic curriculum for the Community Justice Graduate Diploma will be the same as the third part of Honours Degree and provide 120 academic credits. Work – based practice, including the final six mandatory units of the Vocational Qualification level 5 in Offender Management and taught parts of the programme will be fully integrated. The work-based learning units will attract academic credits.

The core academic curriculum for the Graduate Diploma provides a benchmark for monitoring and evaluation of programmes. It is not intended to provide a detailed teaching scheme to be followed prescriptively. Individual Higher Education providers

will also demonstrate how teaching, learning and assessment arrangements are organised to meet the requirements of the curriculum.

<b>Probation Qualifications Framework Curriculum for Graduate Diploma</b>
<p>At Graduate Diploma level, PSOs are expected to be able to demonstrate:</p> <ul style="list-style-type: none"> <li>▪ Integration of theory and practice</li> <li>▪ Techniques of analysis and enquiry</li> <li>▪ Conceptual understanding</li> <li>▪ Sustained arguments/problem solving</li> <li>▪ Appreciation of the uncertainty, ambiguity and limits of knowledge</li> <li>▪ A project management approach</li> <li>▪ Performance outcomes</li> </ul>
<b>Knowledge, skills and values</b>
<p><b>Learning and Professional development:</b></p> <ul style="list-style-type: none"> <li>▪ Team, unit, or hub membership: using and offering staff supervision</li> <li>▪ Effective work with prison service colleagues and staff in other agencies.</li> <li>▪ Representation of the agency in courts and formal hearings</li> </ul>
<p><b>Advanced interpersonal and motivational skills</b></p> <ul style="list-style-type: none"> <li>▪ Advanced motivational skills</li> <li>▪ Advanced Cognitive Behavioural Therapy</li> <li>▪ Pro-social reinforcement of positive goals</li> <li>▪ Assisted and Visual Communication Technology</li> </ul>

### **Values, Ethics and Diversity**

- Practical approaches to demonstrating respect and valuing difference including
  - religious and cultural values
  - mental health
  - radical views and behaviour
  - use of interpreting and translation services

### **Public protection and Risk Management**

- Advanced and specialist tools for violent and sex offenders
- Work with Prolific and Persistent offenders
- Defensible decision making
- Child and family Protection
- Work with Mentally Disordered Offenders
- Work with Substance abusers
- Assessment and management of high risk of harm

### **Research Methods**

Work-based learning project in which practitioners will be asked to identify an area of professional practice; review the current research evidence, discuss relevant national and local policies and reflect on own work and learning

### **Offender Management**

- Assess, plan, monitor and review offender focused work
- Advanced report writing skills
- Delivery of sentences in the community to standards required through assessment, planning, supervising, enforcing and reviewing.
- Adaptation of materials and interventions to diverse needs of service users including mental health and substance abuse

### **Understanding crime and offence categorizations**

- Offender groups/pathways (e.g. violence, domestic violence, racially motivated offending, sexual offending, substance abuse, drink driving ,dishonesty etc),
- Abnormal and developmental psychology
- Mentally disordered offenders
- Women offenders
- Young Adult offenders
- Offenders with special needs

## **5. Resourcing**

Probation Service Providers will support the Graduate Diploma by the provision of assessment, internal verification, relevant work experience, practice tutoring. During Part 1 the PSO learning programme (See Appendix 3.2.6) should be provided, where this learning has not been demonstrated previously. During part 2 protected learning time will be provided.

Higher Education providers will support the qualification by the provision of appropriate learning materials, assessment and academic tutoring.

Resource requirements will vary from individual to individual and will be identified in Individual Learning Agreements (See Appendix 3.2.2)

## **6. Completion**

PSOs should normally complete the Graduate Diploma pathway within 15 months of commencement. On attainment of the Graduate Diploma and Vocational Qualification at level 5, PSOs will be eligible to apply for Probation Officer posts.