

# CASCADE

## Working with young people who exhibit harmful sexual behaviour

Our mission is to continue to empower staff and managers in their work with young people who engage in harmful, inappropriate sexual behaviour. We have a long history in providing quality coaching and co-working, clinical supervision, training and where required, direct intervention and/or therapy on behalf of the YOT. Our tradition is to teach “how to” from broad experience in diverse settings.

### The services we offer

The aim of the CASCADE model of intervention is to empower practitioners to work confidently and effectively with young people who have engaged in harmful and inappropriate sexual behaviour.

## 1) Co- Working and Coaching

### Co-working

- Models effective intervention and creates a supportive environment for staff to be imaginative in their work with young people.
- Increases staff confidence in carrying out work with young people who have engaged in harmful sexual behaviour.
- Demonstrates how to combine theory with practice, using structured and non-structured approaches to intervention.
- Shows how to organise sessions in line with meeting outcomes and case management targets

*“Anil was convinced that his sexual assault was not harmful to the young woman and he did not understand why it was taken so seriously. In the session preparation, theories about motivation and denial were discussed and It was decided that something creative was needed to help Anil to engage. A specifically designed vignette was prepared for the next session. Expert guidance in the co-work session enabled the worker to confidently deliver the vignette and corresponding questions. Anil was surprised by his own reaction and the worker was empowered to use creative exercises to from a sound theoretical base”*

### Coaching

- Offers critical reflection and open discussion about the assessment and proposed intervention
- Prepares workers for how they might engage the young person
- Creates a supportive environment for staff to be imaginative in their work with young people
- Allows for post-intervention reflection and support to increase confidence to explore new information, consider context and next steps

*“Despite being trained in working with young people who exhibit harmful sexual behaviour, Maxine felt out of her depth when she was allocated a case where a 16 year old male had raped his girlfriend. She was unsure where to start the work but most importantly was afraid of getting things wrong. Her usual creativity and ability to build good rapport with the young people with whom she works, were affected by feelings of anxiety and uncertainty. Maxine was helped to structure sessions so that at the start of her work with the 16 years old she was clear about what she would address and how she would do it. She was encouraged to recognise the*

*transferable skills she has and apply them to the framework of the session plan so that she felt confident in meeting objectives. Maxine led each session and after 6 sessions it was assessed that she would continue on her own with support via face to face meetings and then conversations by phone”.*

Clinical approaches and methodologies will be explained in detail with the worker, thereby offering opportunities to develop knowledge and understanding of the case in the context of harmful sexual behaviour generally and with particular reference to the young person with whom they work. Materials needed for the sessions will be provided by CASCADE. Suggestions and further material for study about specific issues related to the case will be offered as part of the consultation.

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### 2) Clinical Supervision

CASCADE supervises the clinical aspects of the YOT's work with a specific case to ensure that outcomes are being achieved and to support staff and managers with the ethical, psychological and emotional aspects of the casework.

#### **Clinical Supervision**

- Creates a safe environment for staff and managers to explore any difficulties arising from material discussed in the content of sessions.
- Inspires creative ways to address sensitive matters relating to harmful sexual behaviour in the sessions with the young person.
- Produces a framework for managers and staff to discuss the issues arising from working with harmful sexual behaviour their own formal supervision and appraisals
- Offers advice and guidance with particularly demanding cases and suggests further learning where appropriate
- Individual Clinical supervision can be continued via internet and telephone when it is assessed as a suitable option

### 3) Team Supervision / Case Development Group

Regular meetings for Team supervision/Case Development Group can be a mainstay of team cohesion and peer support. As it is expertly guided through case discussion, the team enhances its strength and knowledge, building confidence to learn and share ideas about practice. The team learns the model which is used for the group meetings and easily transfers to practice.

#### **Team Supervision/Case Development Group**

- Uses a simple model to facilitate discussion of even difficult and serious cases including those not related to sexual offending.
- Helps teams to focus on the issues that promote individual and team development, and accentuates the skills which enhance performance.
- Team Supervision/ Case Development can be held on a fortnightly basis for an hour and a half, in line with usual team meeting timeframes.

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### Training

Cascade has a range of skills-based training courses relating to how to work with young people who have exhibited harmful and inappropriate sexual behaviours. Training is organised to the specific requirements of each YOT. They can be part or whole day events all designed as linked, modular courses.

Subjects include;

- Breaking through Denial,
- Helping the young person to work on their Harmful sexual behaviour
  - Devising an intervention plan from risk and treatment needs assessments
  - Planning the session outcomes.
  - Developing common, accurate communication with the young person about healthy sex.
  - Helping the young person take responsibility for the harmful sexual behaviour
  - identifying the issues supporting harmful sexual behaviour
  - Coping positively with emotionally demanding situations
- Working with families

The training courses are based on experiences of working with YOTs throughout England and Wales for over 15 years. It is not an exhaustive list and each course will be organised after discussing specific needs with individual YOTs.

#### **Outcomes:**

The overarching aim is to increase skills and confidence of staff in carrying out individual work with young people who engage in harmful sexual behaviour and to support managers in this specific field of work with young people. Associated closely are the outcomes of:

- Fulfilling objectives of community/referral orders.
- Addressing the tenets that support the young person's harmful sexual behaviour.
- Monitoring and assessing risk management and intervention need.
- Providing a clear framework for intervention based on the young person's individual need.

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### Intervention

CASCADE offers a specialist service of direct therapeutic intervention in order to address the problems and issues associated with the young person's harmful sexual behaviour.

This service is offered when it is seen by managers that carrying out an intervention from within the compliment of the staff team is not practicable for various reasons such as the seriousness of the offence or perceived risk to the community.

Work is carried out at the YOT and aspects such as the limitations of confidentiality are made apparent before the work begins.

### About CASCADE

CASCADE is a project created by Aegis Consultancy Services Ltd. A.C.S.L. was set up in 2001 to provide a support service tailored to the needs of Youth Offending Teams and Social Workers. The company grew from the belief that it could use its specialist knowledge and application of therapeutic services for young people involved in harmful sexual behaviour to augment the work carried out by practitioners in the community.

We have helped many agencies to develop their provision of services for young people who have engaged in harmful sexual behaviour both in this country and abroad

### About

**Peter Thomason**  
C.Q.S.W.  
G.H.G.I.  
MBACP Accred  
Registered



A.C.S.L.'s founder and Director Pete Thomason is a qualified psychotherapist, accredited and registered with the British Association of Counsellors and Psychotherapists (BACP). He has worked with young people who exhibit harmful sexual behaviour for over 20 years in the private, public and independent sectors, as a social worker, probation officer and psychotherapist. He has organised and provided services for a variety of agencies including residential establishments, Social Work Teams and Youth Offending Services, to address the specific issues relating to harmful sexual behaviour. Currently Pete provides regular and frequent individual and group therapy for a number of young people each week. In order to meet the requirements of registration and accreditation, Peter has to be fully insured against liability and have a minimum of 1.5 hours individual supervision each month. A.C.S.L has a written code of confidentiality which closely observes Data Protection legislation and Safeguarding policies and procedures.

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### Schedules and costs

Backstop support Ltd is the booking agency for this course. Before your expert support begins, a service level agreement is made between Backstop Support Ltd and your organisation. This will include requirements and expectations of both parties, with clear reference to duration, costs and description of each specific service.

#### ***Approximate guide costs:***

**As a guide, and dependent on the service level required, our suggested budget is £800.00 per day, inclusive of materials and all other expenses. Where extensive travel is required, for instance a visit to a young person in custody, costs relating to travel time @ £19.00 per hour and reimbursement of fares or mileage at 40p per mile will apply.**

Following initial consultation, when we have a clear picture of your requirements, an accurate cost estimate will be given for your initial consideration. This will form the basis for the service level agreement.

With that in mind, in the first instance, please contact Andrew at Backstop on 020 87859912.