

Procedural Justice & Five Minute Interventions



In recent years a lot of work has taken place looking at *how* we do things, and the skills we use day-to-day with each other and with the people in our care.

This has included Procedural Justice and the Five Minute Intervention.

Procedural Justice (PJ)

How people feel others treat them matters. **PJ principles relate to how we use authority, with the goal of this feeling fair.** When people perceive **the processes and decisions affecting them to be conducted fairly**, it positively influences their views and behaviour.

This is called '**procedural justice**'. When people feel treated in this way, it **garners trust** in authority figures, **respect** for decisions and rules, and greater willing **cooperation and compliance** with them.

There are 4 principles of PJ:

- **Voice**
- **Respect**
- **Neutrality**
- **Trustworthy motives**

To find out more about *Procedural Justice*, click [here](#).

To find out more about *Five Minute Interventions*, click [here](#).

Five Minute Interventions (FMI)

FMI skills help people to think and behave differently with the goal of supporting their rehabilitation.

In prison, everyday conversations can provide rehabilitative opportunities to help people think and behave differently. They can target criminal attitudes and impulsivity and help with problem solving and perspective taking. The FMI approach encourages people in prison to take responsibility and to set and achieve positive goals.

There are 10 FMI skills:

1. **Building trust & confidence**
2. **Active listening**
3. **Giving people hope**
4. **Creating space**
5. **Socratic questioning**
6. **Encouraging people to seek reliable information**
7. **Building commitment to change**
8. **Moving from the negative to the positive**
9. **Rolling with resistance**
10. **Giving & receiving feedback**



How are PJ principles & FMI skills complementary?



PJ and FMI have different goals/purposes. Parts of them look similar, but they are not the same. However, they complement each other. For example:

- communicating trustworthy motives (PJ) can help build people's trust in you and others (FMI)
- rolling with resistance (FMI) rather than telling people what to think or do demonstrates respect (PJ)
- giving people a voice (PJ) allows you to actively listen to what they say (FMI)

Both are important (one does not 'trump' the other), both can be used in everyday interactions, both can be simple and quick to use, and they can be used at the same time.

	VOICE	RESPECT	NEUTRALITY	TRUSTWORTHY MOTIVES
Building trust & confidence				
Active listening				
Giving people hope				
Creating space				
Socratic questioning				
Encouraging people to seek reliable information				
Building commitment to change				
Moving from the negative to the positive				
Rolling with resistance				
Giving & receiving feedback				