|  |  |
| --- | --- |
| Project Worker (Violence Reduction) **Job Description and Personal Specification** | |
| **Role:** | Project Worker (Violence Reduction) |
| **Place of work:** | HMP/ YOI Feltham B Feltham, HMP Wandsworth, HMP Pentonville  *The service will operate out of 3 London prisons at the interview candidates will be invited to express a preference on which establishments they wish to be considered for* |
| **Hours of work:** | 38 |
| **Salary/Grade** | Practitioner |
| **Reports to:** | Team Leader |
| **Level of screening:** | Enhanced DBS/ Prison Vetting |
|  | |
| Who we are | |

Catch22 exists to help build a society where everyone has a good place to live, good people around them, and a fulfilling purpose. [We call these our '3Ps'.](https://www.catch-22.org.uk/about/our-vision/)

We achieve this in two ways. First, we improve lives on the frontline through the delivery of public services. Secondly, we use our knowledge to change 'the system', to fix the complex web that can trap and disempower those it was set up to help. With the heart of a charity and the mindset of a business, we are uniquely placed to deliver on this challenging agenda.

In Justice, we work with young people and adults in custody and in the community, providing a range of services including offender management, mentoring, victim services, gangs work and youth justice. We believe that with effective support mechanisms and the correct interventions, we can change service users’ ideology, helping them desist from crime and reach their true potential.

Catch22’s Gangs Service was introduced in HMP Thameside in April 2013 to reduce the risk posed by gang-involved prisoners. Run by professionals with extensive knowledge and understanding of gang culture, the service aims to capitalise on the ‘teachable moments’ prompted by prison sentences to encourage people to leave gang lifestyles behind. Specifically, the service targets coping and communication skills, and identifies positive educational and employment opportunities for people to pursue on release.

As of September 2022, 73% of our management group has progressed from frontline roles within Catch22, which allows us to offer progression opportunities for staff under the leadership of managers with frontline experience.

|  |  |
| --- | --- |
| Where do you fit in | |
| This post presents an exciting opportunity to be an integral part of developing and delivering the Violence Reduction Service.  This team will provide a range of appropriate interventions and service offers to help tackle violent offending and influence, motivate, and encourage diversion for those on the periphery of violence, exploitation, and gang activities.  The Project Worker will contribute to information, which is shared for intelligence, reduction in violence and to support prisoners to lead a violent free life in both the establishment and community.  As a Project Worker, you will have experience and knowledge of prison estates and the processes and procedures within the prison environment. You will work across the spectrum of this delivery, holding a caseload of referrals and supporting prisoners via a range of interventions including one-to-one support and group work.  The project will support vulnerable and challenging prisoners. Project workers must be resilient, skilled, and flexible to deliver high-quality service. The role involves close collaboration with prison, criminal justice, health, education, and voluntary sector services to promote and deliver services while achieving the required outputs and outcomes.  As part of the team working alongside Catch22’s existing footprint within the prison cluster, the role will involve collaborative work across service offerings such as **Exploitation Gangs and Debt, Mediation and Conflict Resolution, Peer Mentoring, and Purposeful Activity**. |
| Main Duties & Accountabilities | |

**As a Project Worker, your main duties and accountabilities will include:**

Working across the thematic areas of:

* Exploitation Gangs and Debt
* Mediation and Conflict Resolution
* Peer Mentoring
* Purposeful Activity.
* Contribute towards the delivery of activities and interventions that will deter prisoners from involvement in violence and related activities working alongside colleagues from Catch22, Security, Residential and other partners, ensuring communication remains fluid and adherence to agreed joint working processes.
* Manage a caseload of prisoners and ensure support meets their needs through:
  + Undertaking appropriate needs and risk assessments
  + Undertaking effective support/action plans in liaison with the prisoner and other professionals.
  + Reviewing strategies regularly with prisoners and professionals
  + Monitoring outcomes and contributing to alternative plans as appropriate.
  + Providing ongoing person-centred support
* Use a variety of methods when working with individuals to enhance their well-being and deal with the issues that led to their referral, including:
* Using solution-focused approaches and evidence-based practices
* Employing strength-based approaches to enhance coping abilities and resilience.
* Providing complex case management support on a one-on-one basis
* Delivering group interventions
* Maintain a good level of knowledge and understanding of gang activity within the local area.
* Increase prisoner's access to rehabilitative interventions.
* Facilitate prosocial behaviour among prisoners and disrupt negative behaviour and antisocial peer networks through targeted interventions
* Work collaboratively with colleagues, prison staff, and external stakeholders to reduce violent incidents within the prison environment.
* Engage prisoners in the prison regime and encourage participation in constructive activities to enhance their experience and help them engage in pro-social activities.
* Support the delivery of group activities aimed at motivating prisoners to move away from violence and related activities, and help with attitude and behavioural change. This includes planning, coordinating, and co-facilitating the Rehabilitation Offering Another Direction (R.O.A.D.) program.
* Conduct individual assessments and develop action plans using smart targets.
* Work with statutory and voluntary sector partners to ensure the work is part of a pathway of activities available and adds value to existing provisions.
* To collaborate with prisoners to ensure that they are involved in co-creating the service so that it addresses their priorities and needs.
* Contribute towards activities with staff, prisoners and partners identifying interventions that are effective in reducing violence and exploitation, reducing risk and developing protective factors.
* Support the delivery of training, events, workshops, and seminars to professionals to raise awareness and develop the capacity of partners in the areas of gangs and serious youth violence, vulnerability, exploitation, conflict resolution and mediation.
* Make appropriate onward referrals, signposting to support services with partner agencies and positive activities where appropriate, and identifying creative solutions to any barriers that may arise.
* Constantly ensure there is genuine engagement with the offender using appropriate methodologies and inventions to encourage and support their engagement and progress towards greater independence in the community.

**This list is intended to indicate the main duties involved but is not meant to be exhaustive.**

|  |
| --- |
| Other |

* To make sure that you read are familiar with, and follow all Catch22 policies and procedures and to access Catch22’s intranet at least once a month to update yourself with any new or amended policies or procedures
* To act as an ambassador for Catch22 upholding and promoting our corporate values
* To attend relevant training courses and networking sessions as agreed with the line manager
* To carry out such other relevant duties, as may be required and as are commensurate with the nature and grading of the post.
* Represent Catch22 as required at a range of local and national events and forums.
* Work with the Catch22 Management and colleagues to develop new initiatives, based on an assessment of needs across the prison sites, which will be effective in reducing the impact of gangs within the prison, the community and on individuals.
* Ensure that HM Prison security requirements are always adhered to.

|  |
| --- |
| What does good look like for this role? |

As Project Worker you will be engaging with Service Users, drawing upon each of the five competencies: risk of harm, engagement, diversity, communication and teamwork. This will be a great opportunity to be a positive influence for change and to work with a wide range of partners to address service users’ criminogenic needs.

‘Good’ in this role will include:

* A confident professional who is responsive to pressure and change.
* Able to be adaptable, working in what can be a challenging environment whilst maintaining a motivational approach and achieving performance targets.
* Ability to build and manage relationships, and share knowledge and skills to deliver shared goals.
* Working collaboratively with a variety of partnership organisations to deliver a great service to service users.
* Attention to detail particularly relating to performance and meeting deadlines.
* Excellent communication skills with the ability to adapt messages to the audience receiving them and always retain confidentiality.
* Ability to complete timely performance and management reports as directed, collating information as agreed from all prison sites.

|  |
| --- |
| Organisational Relationships |

Reports to Violence Reduction Team Leader

A Project worker liaises closely and is expected to effectively communicate with Service Users, Probation staff, Prison staff, Local Authorities, and Managers from other statutory and voluntary agencies, both within and external to the prison, who offer services relevant to Gangs, exploitation and Violence Reduction.

|  |  |  |  |
| --- | --- | --- | --- |
| Project Worker (Gangs and Violence Reduction) Person Specification | | | |
| **COMPETENCY** | **ESSENTIAL** | **DESIRABLE** | **ASSESSMENT** |
| **QUALIFICATIONS** | Good Basic education to GCSE or equivalent | Qualification in youth justice, or criminology. | Application Form/ Interview/ Verification of Certificates |
| **KNOWLEDGE/ EXPERIENCE** | Awareness of the needs of young adults, knowledge of gangs, exploitation and violence reduction and an understanding of the reasons why individuals may become involved in associated activities  Knowledge and awareness of the local context of London and the areas in the city involved in gang activity.  Experience of safeguarding  Experience working with a high-risk client group presenting violent or challenging behaviour  Experience in delivering 1-1 and group interventions, or willingness to learn.  Knowledge of relevant legislation and policy relating to gangs and serious violence.  Problem-solving techniques and decision-making practice.  Ability to engage and work effectively with people from a diverse range of backgrounds with multiple needs.  Good understanding of agencies working within the following sectors: criminal justice, secure estate, social care, housing, health, ETE and voluntary sector and the relevant referral processes | Experience working within a Prison setting  Experience in outreach or detached work  Knowledge and understanding of the issues facing socially excluded individuals or those at risk of disengaging from mainstream activities and the issues of violent crime  . | Interview/ Application |
| **SKILLS & ABILITIES** | Ability to organise own work routines and to work on own initiative to an agreed action plan.  Ability to assess information quickly and make sound judgments  Ability to handle sensitive and confidential issues with tact and diplomacy, whilst maintaining boundaries  Ability to generate trust and credibility when working in a team and be reliable, approachable and discreet  A commitment to valuing diversity and implementing equal opportunities and anti-discriminatory practice  Extensive IT skills and use of databases | Experience in data collection, analysis, and the production of reports and summaries, using IT.  An understanding of the risks entailed in service delivery to vulnerable young people and risk management processes. | Application/Interview |
| **OTHER** | Demonstrate the ability to build key relationships to the benefit of the project. |  | Application/Interview |