

Thank you for your interest in the role of Project Worker at Catch22. We're delighted you're considering joining our team, and we welcome your application.

Catch22 is a charity and a social business. We deliver over 100 services across England and Wales in justice, education, children, families, communities, employability, and skills. Underpinning all our services is our firm belief that everyone needs good people around them, a safe place to live, and a purpose in life in order to thrive.

For more than 230 years, Catch22 has been focused on delivering high-quality services for people facing challenges and using our experience to advocate for systemic reform in public services. We are committed to not just meeting immediate needs but to driving forward lasting change.

Within Catch22's Justice Hub, we are acutely aware of the growing challenges faced by those we support. Court backlogs, for instance, have significant impacts on both victims and offenders. We also see increasing complexity in the needs of our service users, requiring innovative and compassionate approaches to support. Our ambition is to influence systemic change positively, re-forming public service delivery to achieve better outcomes for individuals and communities.

We work across the criminal justice system, from supporting offenders through our Offender Management and Gang Units to providing rehabilitative services such as Personal Well-being, Finance, Benefit & Debt, and Dependency & Recovery services.

Innovation and a pioneering mindset are at the heart of what we do. As a charity operating outside the constraints of traditional public services, we're constantly seeking new ways to improve lives and create impact. Many are drawn to Catch22 for this spirit of curiosity, innovation, and commitment to making a real difference in the third sector.

Each role at Catch22 is fundamental to achieving our mission. We deeply value the compassion, collaboration, and dedication of those on the front lines, leading teams, and managing services. We look forward to the contributions you will bring to our shared vision.

Kind regards,

Matt Randle, Director of Justice at Catch22

Matt has been with Catch22 for a total of 11 years, and during that time has held a total of 7 different positions, progressing from a Custody Case Manager to Assistant Director, Justice in 2018, and Director of Justice in November 2022.

Matt has a wealth of experience in successfully overseeing Catch22's Justice Hub's operational delivery, as well as a huge passion for Catch22 and the work we do across the Criminal Justice System.



Recment@catch-22.org.uk

Project Worker—Criminal Justice

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Salary £32,684.00 per annum

Location Greater London

Hours 38 hours per week

Contract Permanent

Interview Ongoing

Reports to Senior Operations Manager

Screening Enhanced DBS, HMPPS Vetting

About Us

Over the past year Catch22 has delivered over 100 services...
Read more in our recent [impact report](#).

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'.

We achieve this in two ways. First, we improve lives on the frontline through 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 and resettlement, mentoring, veterans in custody, 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.

We are looking for someone who is compassionate, collaborative, and empowers others

What values guide our people?

Our values, chosen by staff from across Catch22, reflect the approach to working and embedded in all the work we do:

- ♦ **We're compassionate:** we care about people—supporting them to move forward.
- ♦ **We empower others:** we give people the knowledge, skills and opportunities to thrive.
- ♦ **We're collaborative:** we do things with people, not to them.
- ♦ **We're curious:** we explore, innovate and challenge to improve what we can do.



In the last year:



42,000

People were supported by our Justice teams.



100%

Of commissioners were satisfied or very satisfied with the service our teams delivered.



£696,370

Were retrieved for victims of fraud by the Hertfordshire Beacon Fraud Hub.



About You

This post presents an exciting opportunity to become a Criminal Justice Project worker to work across Catch22's London based Justice services, which includes:

Custody

- Offender Management Unit – HMP Thameside
- Gangs & Violence Reduction – HMP Thameside
- Foreign National Service – HMP Wandsworth
- Prison Violence Reduction Services – HMP Wandsworth, HMP Pentonville, and Community Support

Community

- Personal Wellbeing Service - Across London
- Finance, Benefit & Debt – Across London
- Dependency & Recovery – Across London
- Youth to Adult Transition Hub – Newham

This role aims to provide additional support and resilience to these services by being deployed to services on temporary basis to support with operational delivery of frontline support services across London.

The role presents an exciting opportunity to be involved in a wide variety of Justice related tasks across our custodial and community estates. All services focused around providing person-centred support to address criminogenic needs, build capacity and motivate individuals to live crime free lives.

The successful candidates will gain exposure to wide range of stakeholders and delivery models. Furthermore, will benefit from extensive training and development opportunities making it the perfect opportunity for an individual keen to develop within the sector.

This role will involve working in close partnership with delivery partners, HMPPS, Voluntary Sector and other Criminal Justice organisations

The role will be based both within in the community & prisons. The role will require travel across various delivery sites across London (which will be reimbursed in accordance with Catch22's expenses policy).

About Your Role

As a Criminal Justice Project Worker your main account-abilities will include:

- Deliver sessions via one to one & Groupwork interventions to build skills related to specific outcomes.
- Undertake structured assessments to understand specific criminogenic needs.
- Make appropriate onward referrals, signposting ser-vice users to support services to support their rehabilitation.
- Support and empower service users to develop strategies to manage emotions and mood including those linked to offending.
- Support service users to develop coping skills and demonstrate perspective taking by avoiding risky situations, resilience and confidence by developing positive social integration, reduce social isolation.
- Encourage service users to build and maintain ap-propriate social interactions,
- Encourage service users to engage with other professional and service providers such as community mental health teams and support groups.
- Actively promote equalities and diversity taking ac-count of each Service User different needs.
- Maintain records in accordance with Probation, Pris-on and Organisational policies and procedures, using relevant information and technology appropriately with proper attention to data security.
- Engage in supervision and appraisal meetings with the line manager and take opportunities to undertake further personal development activities.
- Maintain personal responsibility to ensure absentee-ism and lateness is monitored effectively ensuring compliance does not fall below the agreed levels for the or ganisation following the direction of Catch22 policy to seek support and guidance where unique circumstances may occur.
- Ensure that you maintain high standards of

Career Family & Grade	Operations, Practitioner
Scale	London
Job Reference	REF3369H
Closing date	When filled



'Good' in this role will include:

As a Criminal Justice Project Worker with responsibility for supporting Service Users in addressing their needs, you will have a great opportunity to be a positive influence for change and to work with a wide range of partners to improve Service User's prospects.

The ideal candidate will possess the following:

- ◆ A confident and professional approach to supporting individuals from diverse backgrounds who may present with multiple difficulties.
- ◆ Resilient, flexible & adaptable outlook.
- ◆ Willingness to work on a multi-site, multi-location basis
- ◆ A passion for supporting others.
- ◆ Ability to motivate service users in their ability to change through both one to one & groupwork interventions.
- ◆ Able to work in challenging environments whilst maintaining a motivational approach.

Organisational Relationships:

Reports to Senior Operations Manager.

The post holder will also be required to effectively communicate with Service Users, Probation staff, Prison staff, workers for other statutory and voluntary agencies both who offer services relevant to the rehabilitation of those involved within CJS.



COMPETENCY	ESSENTIAL	DESIRABLE	ASSESSMENT
QUALIFICATIONS	Good basic education, including Maths and English GCSE or equivalent. Evidence of continual professional development. Experience working with Microsoft Office - Word and Excel	Any qualification relevant to working with those in Criminal Justice System, for example criminology/ criminal justice/ social care/ mental health/ IAG/ Family. Training on NOMIS/ OASys/ Delius/ R&M PQUIP	Application
KNOWLEDGE/ EXPERIENCE	Experience of working with offenders and/or disadvantaged people. Understanding of the Criminal Justice System. Knowledge of: local partners/ statutory agencies/associated services; An understanding of the importance of risk assessment and management. An understanding of safeguarding adults and children Understanding of positive support	An understanding of legislation, research relevant to the Rehabilitation of Offenders Experience delivering interventions related to one or more of the four pathways Knowledge of serious group offending related activity/ organised crime groups and associated grooming/exploitation risks.	Application / Interview



COMPETENCY	ESSENTIAL	DESIRABLE	ASSESSMENT
SKILLS & ABILITIES	Ability to motivate service users in their ability to change	Skills in risk assessment and management and evidenced based decision making.	Application / Interview
	Demonstrates a positive approach and commitment to both team and partnership working.	Demonstrable engagement skills including interviewing and motivating skills	
	Good organisational and prioritising skills.	Experience of writing assessments or reports.	
	Ability to work under pressure using own initiative and a solution focussed approach.		
	Good verbal and written communication skills,		
OTHER	Awareness of and commitment to Equality & Diversity.		Interview
	Willing to undertake training, as required.		

If you have spent or unspent convictions and need to make a disclosure, or would like advice on whether a role we have advertised is suitable, please contact Rik at our partner, [Offpjoy](#), via rik@offpjoy.org for support and guidance.

How and when? Catch22 only ask a candidate to declare criminal convictions upon accepting a conditional offer of employment (except where our roles are exempt from the Rehabilitation of Offenders Act). By doing this, they ensure hiring teams are only assessing candidates on how closely they match the advertised person specification, to avoid conscious and unconscious bias from affecting hiring decisions.

Screening Process

Each role at Catch22 is evaluated on the types of screening that are necessary for the opportunity. Successful candidate's only undergo checks relevant to the role they have been offered.

The advert and offer letter will list the types of checks that a candidate must undergo for the relevant role and a cover letter, sent alongside the offer letter will detail the checks and also explain how Catch22 collects, keeps, and destroys data around a person's criminal record.

Guidance on making a disclosure is given to all candidates at offer and decisions on hires is not made solely on the results of screening checks.

Why?



At Catch22, we believe that those who have experienced the challenges and successes of the Criminal Justice System first-hand are best equipped to drive change. That's why we recruit people with lived experience, have implemented a Lived Experience Lead, and have partnered with organisations to support us in doing this as effectively as possible.

[Watch](#) to learn more about Catch22's innovative work in using the expertise and talent of those with [#LivedExperience](#).

"At Catch22 we want to attract the widest range of talent available and we therefore open as many of our roles as possible to people with convictions. We have found that they bring a different perspective to some issues and display great loyalty to our organisation. We firmly believe that giving people another chance is the right thing to do".

Dom Dingle, Recruitment Coordinator—Justice



"We recognise that those involved in crime often feel trapped in negative patterns of behaviour and that this leads to repeat offending. We also recognise that employment is the best way to break this cycle and enable people to move forward and lead positive, fulfilled lives. For this reason Catch22 is proud to support the Ban the Box campaign and is committed to providing a fair recruitment process that offers equal opportunities to all, including those with criminal convictions."

Christina Duru, Chief People Officer

Catch22 has Banned the Box which means we not only encourage applications from those with lived experience and/or criminal convictions but also do not ask for a declaration until a conditional offer is made.



We ask for any disclosures on unspent convictions to be disclosed at the offer stage and provide support both internally and sign-post to external partners to support with disclosures. We assess the disclosed convictions against the successfully offered role and can adapt roles based on convictions. Please see our full statement on hiring those with convictions and note that we do have employees currently within the Justice Hub with convictions . Support is given at the offer stage for providing a disclosure.