

# Wellbeing Practitioner

## Job Description and Personal Specification

<b>Role:</b>	Wellbeing Practitioner
<b>Place of work:</b>	Based at one of our London Hubs
<b>Hours of work:</b>	38 hours per week
<b>Salary/Grade</b>	Up to £26,000.00 Per Annum Zone 1 Grade C
<b>Reports to:</b>	Team Leader
<b>Level of screening:</b>	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'.

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 user's ideology, helping them desist from crime and reach their true potential.

## Where you fit in

This post presents an exciting opportunity to become frontline practitioner within our Personal Wellbeing services in the London region. Commissioned by HMPPS these services are focused on supporting adult male ex-offenders across the following four pathways:

- Family and Significant Others
- Lifestyle and Associates
- Emotional Wellbeing Services
- Social Inclusion

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

Wellbeing Practitioners manage a caseload of Service Users, completing ongoing assessments and management of each Service User's needs, capacity, opportunity, and motivation to rehabilitate. They deliver interventions that support rehabilitation, working in partnership with a range of local providers and taking account of available risk information.

The role will be based in the community with the possibility of in reach work into prisons. The role will require travel across various delivery sites across London and may require some travel around London to access training and develop links with partnership agencies.

## Main Duties & Accountabilities

### **As a Wellbeing Practitioner your main accountabilities will include:**

- Undertake structured assessments to understand specific personal wellbeing needs across any of the four pathways of the Service User using tailored action plans in line with their specific needs, complexity level, risk factors & protected characteristics.
- Support service user to attend/engage with appointments to support their wellbeing.
- Support and empower service users to develop strategies to manage emotions and mood including those linked to offending (E,g, Shame, guilt, embarrassment, despair)
- 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 appropriate social interactions, recognising how certain activities put them at risk of reoffending/negatively impact on their ability to make good decisions.
- Design/deliver sessions via One to one & Groupwork to build skills related to outcomes across all four pathways.
- Support Service Users to overcome stigma by knowing how and from whom to access appropriate support, working with multi-agency partners and engaging with community-based activities/courses in agreement with the RO.
- Support service users to recognise how belonging to pro-social support groups can benefit them; to reduce the amount of time they spend engaging in anti-social behaviours (drugs, alcohol, gambling) and refer on to specialist providers.
- Encourage service users to engage with other professional and service providers such as community mental health teams and support groups.
- Help service users in managing their relationships from improving parenting skills, manage their positive and negative relationships and identify future warning signs.
- Support service users in managing situations which make them vulnerable (county lines/exposure to extremism/knife crime), advise on how to remove themselves from such interactions safely/liaise with the RO/Police if an increased risk is indicated.
- Actively promote equalities and diversity taking account of each Service User different needs.
- Maintain records in accordance with Probation, Prison 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 absenteeism and lateness is monitored effectively ensuring compliance does not fall below the agreed levels for the

organisation following the direction of Catch22 policy to seek support and guidance where unique circumstances may occur.

- Ensure that you maintain high standards of professional performance at all times through adherence to the Catch22 policies and procedural frameworks

---

## What does good look like for this role?

As a Wellbeing Practitioner 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.
- Ability to motivate service users in their ability to change through both one to one & groupwork interventions.
- Knowledge of how childhood experiences impact on adult life; of family dynamics in diverse ethnic/cultural/social background
- Able to be adaptable, working in challenging environments whilst maintaining a motivational approach.
- Ability to build and manage relationships, share knowledge and skills to deliver shared goals.
- Ability to enable service user to manage strong feelings/ensure their own/others safety.

---

## Organisational Relationships

Reports to Team Leader

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

---

## Additional Information

*Whilst Catch22 is a Ban the Box employer as part of conditions working for this particular contract successful candidates may be asked to gain HMPPS vetting (if ever required to satisfy business need), there are certain previous convictions that may prevent you from being successfully cleared. Catch22 has no influence on this decision nor autonomy to override the outcome.*

<b>Wellbeing Practitioner: Person Specification</b>			
<b>COMPETENCY</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>ASSESSMENT</b>
<b>QUALIFICATIONS</b>	<p>Good basic education, including Maths and English GCSE or equivalent.</p> <p>Evidence of continual professional development.</p> <p>Experience working with Microsoft Office - Word and Excel</p>	<p>Any qualification relevant to working with those in Criminal Justice System, for example criminology/ criminal justice/ social care/ mental health/ IAG/ Family.</p> <p>Training on NOMIS/ OASys/ Delius</p>	Application
<b>KNOWLEDGE/ EXPERIENCE</b>	<p>Experience of working with offenders and/or disadvantaged people.</p> <p>Knowledge of: local partners/statutory agencies/associated services;</p> <p>Knowledge of how childhood experiences impact on adult life; of family dynamics in diverse ethnic/cultural/social backgrounds</p> <p>Knowledge of serious group offending related activity/organised crime groups and associated grooming/exploitation risks.</p> <p>An understanding of the importance of risk assessment and management.</p> <p>An understanding of safeguarding adults and children</p>	<p>An understanding of legislation, research and Probation performance requirements relevant to the Rehabilitation of Offenders</p> <p>Experience delivering interventions related to one or more of the four pathways</p> <p>Experience delivering Groupwork</p> <p>Life experience such as overcoming difficulties.</p> <p>Knowledge of MCA/NOMS DAG/HMPPS DAPF</p>	Interview/ Application

	Understanding of positive support structures.		
<b>SKILLS &amp; ABILITIES</b>	<p>Ability to motivate service user 's in their ability to change</p> <p>Ability to proactively manage a caseload of service users in line with the information contained within referrals</p> <p>Ability to use digital systems and share information appropriately</p> <p>Ability to understand/follow policies, procedures appropriate to the probation sector</p> <p>Demonstrates a positive approach and commitment to both team and partnership working.</p> <p>Good organisational and prioritising skills.</p> <p>Ability to work under pressure using own initiative and a solution focussed approach.</p> <p>Good verbal and written communication skills,</p> <p>Ability to work in line with data protection requirements.</p> <p>Willing and able to travel and work flexibly across various community &amp; prisons settings</p>	<p>Skills in risk assessment and management and evidenced based decision making.</p> <p>Demonstrable engagement skills including interviewing and motivating skills</p> <p>Experience of writing assessments or reports.</p>	Interview/ Application
<b>OTHER</b>	<p>Awareness of and commitment to Equality &amp; Diversity.</p> <p>Willing to undertake training, as required.</p>		Interview