



JOB DESCRIPTION

Job Title: Transition Support Worker

Job Purpose: The Transition Support Worker will work with the companies Women's Lead to strengthen the support available to South West women leaving HMP Eastwood Park and improve the quality of engagement with relevant rehabilitation and resettlement partners.

Reports to:	Women's Lead
Department/Service	Gloucester
Salary	£21840 to £25480 (pro rata)
Hours	Part-Time

Role Expectations:

- Improve the resettlement outcomes for the women by developing and building relationships with the voluntary sector across the South West, bringing organisations in to Eastwood Park to engage with the women so they can build key relationships to ensure continued engagement on release, and enabling the Voluntary Sector to establish strong links with internal departments and partner agencies within Eastwood Park
- Work with partners, such as the MoJ New Futures Network Leads, Police and Crime Commissioners, LEPs and DWP to establish relationships with businesses in the South West, bringing potential employers in to the prison to engage with the women and provide potential employment (including ROTL) opportunities; Engage with Local Authorities to understand potential blockers to securing settled and sustained accommodation to improve accommodation outcomes
- Work in partnership with PACT, the Chaplaincy, and other Voluntary Sector partners who support families of the women in prison; Children's Services; Troubled Families and Early Help in a family support role to ensure the needs of the children and the women are met (to improve rehabilitation and prevent intergenerational offending)
- Work with resources and strategies already in place to improve outcomes for the women, gathering evidence as to what additional support the women require, capacity building both in custody and the community, accessing funding (charitable/other) to implement improvements



- Support the Resettlement Fayres and employment events, ensuring the women are fully engaged with the Fayres, events and Discharge Board to ensure they are fully supported on release.
- Hold events which assist with resettlement e.g. a session on recalls to explain licence conditions and how women can avoid being recalled
- Offer a 'final check' service for planned discharges, as they leave the prison gate, reinforcing key messages, encouraging attendance at critical appointments, and providing discharge support (e.g. mobile phone charging, and securing charitable funding/donations for support packs: mobiles/sims, clothing, toiletries and food vouchers; also providing planners containing post-release appointments
- Increase gate collections, and where this is not feasible, seek alternative means of ensuring the women return to their local community safely.
- Be responsible for establishing and maintaining professional relationships internally and with other relevant statutory and voluntary sector agencies.
- Champion the core values of bthechange CIC, including social justice and feminism in all internal and external communications, articulating their importance to the work we do.

Personal/Professional Development

- Attend and prepare for regular line management meetings, including performance development reviews.
- Attend regular clinical supervision.
- Take responsibility for self-care and managing vicarious trauma, promoting the importance of self-care both internally and externally.
- Maintain up-to-date knowledge and awareness of developments in relevant public policy and legislation by attending relevant training courses, meetings and conferences.



PERSON SPECIFICATION

Experience

- Supporting women with a range of intersecting needs, including designing and delivering one to one and group interventions in a trauma-informed manner.
- Creating, recording and implementing interventions with women, specifically needs and risk assessments, support plans and case notes.
- Dealing with agencies that provide support around benefits, homelessness, mental health and substance misuse.

Skills and Abilities

- Engaging and motivating clients and working with a strengths-based approach.
- Problem-solve difficult situations and deal with them calmly and effectively.
- Self-motivated with confidence to work alone but can also work co-operatively and flexibly as part of a team.
- Ability to prioritise and manage own time and workload.
- Effective communication skills verbally and in writing with people of many different backgrounds and within a range of settings.
- Meticulous case recording including accurate note taking and ability to summarise information to identify key themes.
- Ability to manage multiple demands while ensuring timely completion of case reports.
- Ability to contribute to the development of the project and think innovatively.
- IT skills at a level that supports report writing, email, internet and use of a database.

Knowledge

- Understanding of equality, diversity and inclusion.
- Up to date understanding of safeguarding practice, policy and procedures.
- Knowledge of the impact that contact with the criminal justice system may have on women.
- Understanding of the root causes of women's offending and the importance of women-specific provision.
- Thorough understanding of the impact of trauma and of how to work in a trauma-informed way.

Education/Training/Qualifications

- Experience and evidence of recent continuing professional development in an area relevant to the post is required, for example mental health, diversion, substance misuse, housing or parenting.



Personal Attributes and other requirements

- Personal resilience and the ability to stay focused in a rapidly changing environment.
- Works well in a team with a flexible approach to work.
- Commitment to the core values and ethos of bthechange CIC
- Commitment to anti-discriminatory practice and equal opportunities and an ability to apply awareness of diversity issues to all areas of work.
- Interested and motivated to further own skills and knowledge.

Further Information

Equality and diversity

bthechange welcomes applications from all sections of the community regardless of race, gender, sexual orientation, religion, age or disability.

Disclosure and Baring Service (DBS) checks

This post is subject to an enhanced criminal record disclosure check via the Disclosure and Barring Service (DBS) processes, as the post holder will have regular unsupervised access with vulnerable adults. The purpose of the check is to ensure that the nature of the applicant's criminal record, considered alongside evidence of the applicant's rehabilitation, does not indicate that his or her employment in this role would put current service users at risk.

Disclosure & Barring Service (DBS) checks are done at the earliest possible stage. However, your DBS is not a barrier to this work and each case will be reviewed on its merits.

Closing date: 31st July 2020

Interviews will be on a rolling basis.

To apply: please send a CV and covering letter to hello@bthechange.org.uk