**The Forward Trust Job Description**

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| **Position Title** | **Youth & Inclusion Worker** | **Reports to** | **Service Manager/ Team Leader** |
| **Location: HMP Downview & HMP Bronzefield** | | | |

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| **Introducing Forward Trust** |

We are The Forward Trust (formerly RAPt and Blue Sky), the social enterprise with charitable status that empowers people to break the often-interlinked cycles of crime and addiction to move forward with their lives. For more than 25 years we have been working with people to build positive and productive lives, whatever their past. We believe that anyone is capable of lasting change. Our services have supported thousands of people to make positive changes and build productive lives with a job, family, friends and a sense of community.

The Forward Trust provide both clinical and psychosocial Substance Misuse Services across Surrey Prisons in partnership with NHS Trust healthcare providers. Each service operates a Health and Wellbeing framework taking a trauma informed and gender responsive approach to delivery of a wide variety of interventions and integrated pathways tailored to meet specific needs of each prison and individual service users. With pro-active partnership working a key aspect in the delivery of these services multi-disciplinary working across mental health, healthcare services and the prison is essential.

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| **Role/Team Overview** |

You will be based on site working within a team that have a broad skills mix to deliver combined psychosocial and clinical interventions providing recovery-orientated Health and Wellbeing Services to service users aged 18 and over between:

**HMP Downview** a female closed category prison located in Sutton and **HMP/YOI Bronzefield** a dynamic and forward-thinking women’s prison which accommodates a diverse and complex population of women remanded & sentenced. ***Please note travel will be required between sites (reasonable travel expenses paid).***

There is a high population of young offenders in HMP/YOI Bronzefield, younger offenders who often find it challenging to engage in adult services as their needs are different. This role will act as a Young Adult and Inclusion Lead who will work with service users aged 18 to 25yrs.

Additionally, there will be a focus for this role to provide support to HMP Downsview’s transgender population, ensuring that the service is inclusive. They will ensure that interventions are tailored to meet the needs of this population, providing support and guidance to staff on how to engage this population. They will facilitate regular service user forums to ascertain ways in which we can improve service provision for this population.

**Role & Responsibilities:**

This will involve working directly with those who are detained in the prison who may present low-level mental health needs and/or substance misuse issues. The service operates 7 days a week therefore weekend working will be a requirement on a rota basis.

* Pro-actively engaging 18-25-year olds into treatment by providing wing outreach targeting those who need support.
* Deliver bespoke interventions designed for young adults e.g., Change up programme - Change Up is an early intervention programme of short one to one and group sessions, designed especially for young adults aged 18-25yrs to help them make their own choices about drugs and alcohol, in a more informed way. The programme combines one to one and group sessions, covering a range of topics including drug and alcohol use and mental health to educate and inform participants around the consequences of their choices.
* Facilitate regular Service User engagement forums, to support and empower young adults and LGBTQ+ clients , to make suggestions on how we can improve our service.
* Lead in planning and delivering Equality, Diversity & Inclusion activities and promotions for staff and service users
* Provide one to one support and manage caseload of young adults and those identifying as LQBTQ+
* Work collaboratively with Head of EDI and Inclusion Coordinator to share best practice and learnings on targeted interventions and tailored support for young adults and LGBTQ+ clients in prison settings
* Day-to-day managing a caseload, providing appropriate harm reduction advice and guidance, conducting assessments and formulating and delivering care plans ensuring co-production with the service user. You will deliver structured 1:1s, facilitate group-work sessions and perform second signatory duties.
* Release planning and ensuring through-care arrangements for transitional support for those leaving the prison and returning to the community.
* Accurate and timely recording of data will be a vital part of your role.

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| **Accountabilities** |

**Strategy**

* Take an active role in the implementation and achievement of Health and Wellbeing team objectives
* Build strong relationships with, and makes full use of the support offered by, Senior Health and Wellbeing Management and Head Office functions.
* Pro-actively engaging 18-25-year olds into treatment by providing wing outreach targeting those who need support.
* Deliver bespoke interventions designed for young adults
* Act as lead for ED&I across sites promoting relevant events and activities
* Facilitate regular young adults Service User engagement forums, which will give young adults a voice, empower them to make suggestions on how we can improve our service.
* Provide one to one support and manage caseload of young adults and those identifying as LQBTQ+

**Service Delivery**

* Carry out assessments risk/initial/comprehensive assessments to inform treatment journeys
* Carry out interventions relevant to individual client needs, including 1:1 sessions and group work/programme facilitation
* Develop and contribute to the through care needs of service users, supporting them in the development of release plans which are appropriate to their needs.
* Support clinical services by carrying out second signatory duties

**Performance Management**

* Ensure groups and Health and Wellbeing programmes are facilitated and co-facilitated to the standard required by Forward and in accordance with any relevant manuals.
* Meet required KPI’s and targets to corresponding deadlines, as set out by management
* Plan and manage your caseload effectively, making sure clients are prioritised according to needs and release dates ensuring they are seen and relevant actions taken forward in a timely manner
* Review ongoing care and treatment with regards to Health and Wellbeing liaising closely with partner agencies to ensure needs of client are met

**Departmental Management**

* Proactively approach integrated ways of working
* Adopt a multi-disciplinary approach and work seamlessly with Forward Trust central functions and external partners and providers
* Meet targets and deadlines in accordance with Health and Wellbeing contractual standards
* Contribute to the overall smooth running of the Health and Wellbeing service by being solution focused

**Quality and Safety**

* Engage in audits and quality assurance processes ensuring that any actions or issues raised are addressed in a timely manner
* Ensure any good practice or learning is effectively shared throughout the health and wellbeing service to ensure continuous improvement
* Alert relevant managers or senior practitioners within health and wellbeing service to any significant risks or problems arising in the course of delivering service
* Abide by all Forward’s policies and procedures and encourage others to do the same
* Work with the highest regard to health, safety and security in the workplace highlighting any risks (potential or actual) to the Health and Wellbeing Manager and (where appropriate) the Head of Governance, in accordance with Forward’s risk management protocols.
* Ensure that information, including statistical data, for audit, research and reporting purposes, is effectively and efficiently collected, recorded, shared and stored according to information management and data protection policy
* Effectively manage information, particularly confidential information, within statutory duties and in accordance with best practice
* Promote and ensure departmental compliance with all relevant legal, regulatory, and ethical responsibilities.
* Carry out the second signatory process and oral swab testing in services where this is required.
* Keep up to date technically on all relevant matters and strive for continuous professional development

**Administration**

* Ensure all your case management documentation is maintained to the expected audit standards
* Ensure data capture forms are submitted in a timely manner in order to reflect outcomes on NDTMS
* Complete and maintain up to date Health and Wellbeing client forms and documentation including care plans and assessments to the required standards

**Systems and Policy**

* Use IT efficiently to support your role
* Manage effective access and use of required systems e.g Forward Trust Intranet, Systm 1, Nebula, NDTMS, P-Nomis and others relevant to your role
* Ensure you work within set joint working protocols between multi-disciplinary agencies and share information appropriately

**Other**

* Take on other reasonable tasks and responsibilities as deemed appropriate by Line Management

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| **Role Criteria** |

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| **Criteria Requirement** | |
| **E** | **Essential Criteria** |
| **D** | **Desirable Criteria** |
| **Criteria Measure** | |
| **A** | **Application** |
| **I** | **Interview** |
| **T** | **Test** |

**Below is a list of the criteria required to apply for this role; please address each of these points in your application.**

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| **Knowledge, Skills and Experience** | | |
| Experience of working within mental health or substance misuse service | E | A |
| Experience of working with and/or delivering interventions to young people (18 – 30) | E | A |
| Strong IT skills | E | A/I/T |
| Experience of carrying out comprehensive assessments and the design and implementation of SMART care plans | D | A/I |
| Experience of delivering structured interventions | D | A/I |
| Experience of facilitating group work | D | A/I |
| Ability to use motivational interviewing techniques in both 1:1 and group settings | D | A/I |
| Experience of using CBT and/or motivational counselling skills | D | A/I |
| Knowledge of the issues faced by those experiencing substance dependency/misuse and/or low level mental health issues | D | A |
| Understanding of the Health and Justice agenda and national drug strategy e.g. From Harm to Hope | D | A |
| An understanding of the needs of young people and those identifying as LGBTQ+, the barriers they face and resources available to address their support needs |  |  |
| A thorough knowledge of treatment approaches within substance misuse services | D | A/I |
| Previous experience of working on a treatment programme | D | A |
| Experience of providing support, advice and guidance services within a Health and Wellbeing framework | D | A/I |
| Lived experience of addiction/criminal justice system (Those in recovery should have at least 3 years minimum. Ex-prisoners should have been released at least 5 years ago) | D | A |
| Previous experience of working within a prison/secure setting | D | A/I |
| A demonstrable commitment to promoting the values of equality, diversity and inclusion  An ability to deal sensitively and authentically with clients from a diverse range of backgrounds |  |  |
| **Personal Attributes** |  |  |
| **Proactivity** – Quick thinking with a high level use of initiative | E | I |
| **Resilience** – Solves problems, takes learning on board from mistakes to aid personal and professional growth | E | I |
| **Adaptability** – Can work in fast-paced changing environments | E | I |
| **Confidence** – Has confidence in own abilities, has good eye contact and able to communicate clearly and concisely | E | I |
| **Team Work** – Works in harmony with colleagues to deliver results | E | A/I |
| **Open to Feedback** - Open to constructive feedback in order to further develop | E | I |
| **Qualification** |  |  |
| Level 3 Diploma in Health & Social Care, or equivalent | E | A |
| In possession of, or working towards a recognised counselling qualification | E | A |
| Relevant qualification to the field of mental health or substance misuse | D | A |