Job Description - Violence Prevention Practitioner

Remedi are recruiting a part-time Violence Prevention Practitioner to expand the existing team in the delivery of Restorative focused work and support new initiatives under development. The role will be 16 hours per week and will be located within a Male Prison. You will be working as part of a multi-disciplinary team involving Safer Custody, Officers and Psychology services. The role will be challenging and exciting as you will be working in a demanding environment, providing an opportunity to empower change, giving the successful candidate an excellent opportunity to work with offenders and Prison staff on a daily basis.

Location: HMP Lowdham Grange - Nottinghamshire

Hours: 16 hours per week

Salary: £20,280 per annum (Actual £9,270) plus 6% pension contribution

Funding for these posts is currently secured until 31st March 2018.

The Violence Prevention Practitioner will support work in 3 primary areas of responsibility;

1. To proactively target and restoratively engage with individuals of ‘concern’ within the prison to provide early intervention and prevention of violent incidents. Individuals of ‘concern’ will include those individuals whose behaviour/attitude is causing concern to staff and those known to be involved in violent incidents within the Establishment.
2. To provide restorative conferencing and mediation in response to violent incidents within the prison including prisoner to prisoner, prisoner to staff and staff to staff conflicts/violent incidents.
3. To deliver restorative programmes, including Remedi’s Changing Thinking Ending Violence Programme (CTEV) on a bespoke unit.

The successful candidate will also support other work under development that aims to identify prisoners who may be at risk/vulnerable to becoming involved in the Illicit Economy and provide early intervention to minimize risks/provide relevant support at the earliest opportunity.

This element of work will have 4 main strands:

1. An initial Needs Assessment with every new prisoner who transfers into HMP Lowdham Grange to assess vulnerabilities, risk and potential areas of need to determine appropriate support pathways.
2. The recruitment, training and co-ordination of community peer mentors.
3. Development, supervision and quality assurance of interventions provided by community peer mentors
4. The delivery of Remedi Restorative interventions;

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To do this you will need to have certain skills and qualities:

* An understanding of the factors and theory that underpin the use of Violence – through qualifications, training and/or experience.
* Good communication and listening skills, experience of working with offenders, assertiveness, patient, calm but confident, resilient, open minded, motivated, takes pride in their work and achievements, reflective in their work, keen to learn and develop, adaptive to changes in their role, non-judgmental.
* Being able to work on your own initiative but also being a team player by building positive relationships and communicating with staff and management in various areas of the prison as well as on a bespoke unit.
* Working restoratively with both prisoners and staff – As expected of all Remedi staff.
* Being organized and able to manage a case load effectively.
* Aware and always adhering to prison rules, security policies, orders and instructions.
* Flexibility in working hours to meet the demands of the work and prepared to adapt to changes within the role.
* IT capable – we expect the practitioner to be capable and competent in word, excel and using an electronic calendar. There will also be prison systems that will need updating as part of the role
* Adherence to data protection, GDPR and confidentiality at all times

What to expect

* Internal and external training will be provided by Remedi and the prison. The expectation is that you engage in this training and implement it within your working life.
* DBS and vetting. This role will require bi-annual DBS checks and vetting.
* You will have a line manager who you will meet individually at least once a month for supervision and a management meeting and they will also be available during the week to provide support and guidance this maybe face to face or by phone. You will also have a point of contact within the prison and prison management to seek support and guidance from. You will also have other Remedi colleagues to work with in the prison who will undertake similar roles.