



JOB DESCRIPTION

Post title: Community Rehabilitation Worker (Probation funded post)	Service area: Nottingham/Nottinghamshire
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Hours of work: 37.5 hours	Starting Salary: £28,000pa (depending on experience)
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Responsible to: Team Lead	Accountable to: Service Manager
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Job function
<p>The Community Rehabilitation Worker (CRW) will play a key role in the delivery of the BAC-IN to LIFE project, which aims to engage and support individuals from ethnic minority communities who are nearing the end of their prison sentence, back into the community in their journey towards rehabilitation and recovery. The project will provide a range of activities, interventions, and support services to reduce reoffending rates and promote social inclusion. The Community Rehabilitation Worker will work closely with individuals, their families, and other support services to provide culturally competent and person-centred advice and support. You will also support the development and delivery of cultural competence within His Majesties Prison and Probation Service and practitioners.</p>

Service Description
<p>BAC-IN is an award-winning Lived Experience Recovery Organisation (LERO) that provides culturally responsive intervention that support addiction recovery, rehabilitation and wellbeing. As an ethnic-minority-led organisation, BAC-IN offers a range of culturally sensitive psycho-social, and faith-based support to individuals and families from minority ethnic communities.</p> <p>Founded in 2003 by ethnic minority individuals in recovery, BAC-IN is deeply rooted in the principles of lived experience, transformative recovery and cultural competence. Our guiding philosophy and service delivery is based on these principles, and are what underpin our grassroots community service. BAC-IN performs a distinct role in providing specialist provision in Nottingham, Nottinghamshire and across the East Midlands.</p>

Our BAC-IN to Life Recovery program will offer direct support to HM Prison and Probation Service (HMPPS) clients and families, while at the same time support the development, training and delivery of cultural competence among HMPPS practitioners, and the wider organisation.

As a culturally specific service, BAC-IN is exempted under Section 5 (2) (d) of the Race Relation Act 1976. This exemption allows us to provide tailored support and services to individuals from diverse ethnic backgrounds.

Key Responsibilities

1. Conduct comprehensive assessments of individuals' needs, challenges, and goals, in collaboration with HMPPS practitioners and other support services.
2. Develop and implement Individual Support & Care Plans that address the specific needs and goals of each individual, covering domains such as substance misuse, desistance from offending, housing, finance, mental health, family relationships, personal development, social capital, cultural identity, and employment.
3. Manage a caseload, implement planned interventions and provide one-on-one support to individuals, offering guidance, advice, and practical assistance to help them overcome barriers and achieve their goals.
4. Facilitate group activities and interventions that address shared characteristics and challenges, such as group therapy sessions, workshops, peer support groups, and cultural activities.
5. Collaborate with HMPPS practitioners, probation staff, and other support services to ensure coordinated and integrated support for individuals.
6. Maintain accurate and up-to-date records of all interactions, assessments, support plans, quarterly reviews and progress made by individuals.
7. Monitor and evaluate the effectiveness of interventions and activities, making adjustments as necessary to ensure the best outcomes for individuals.
8. Actively participate in team meetings, helping to promote new ideas, methods and assist in their implementation.
9. Support the development, training and delivery of cultural competence within His Majesties Prison and Probation Service and practitioners.
10. To contribute and develop monthly/quarterly reports including annual project evaluation report.
11. Stay up-to-date with relevant research, best practices, and developments in the field of community rehabilitation and recovery, and apply this knowledge to improve service delivery.
12. Ensure all health and safety procedures are adhered to.

13. From time to time some out of hour's work will be carried out, this may include evenings and weekends.

14. Undertake other such duties as requested by the Team Lead/Service Manager

Please note:

References and a DBS check will be undertaken before employment can be confirmed.

Amendments: This job description accurately reflects the position but may be subject to review and amendment following consultation

Personal Specifications

Essential:

1. Experience working with individuals from ethnic minority communities, understanding their specific needs and challenges.
2. Knowledge and understanding of the criminal justice system and the challenges faced by individuals involved in it.
3. Ability to conduct comprehensive assessments and develop individual support plans that address a range of needs and goals.
4. Strong interpersonal skills, with the ability to build rapport and establish trusting relationships with individuals and their families.
5. Excellent communication skills, both verbal and written, with the ability to effectively communicate complex information and support individuals in their recovery journey.
6. Ability to work collaboratively with a range of stakeholders, including HMPPS practitioners, probation staff, and other support services.
7. Strong organisational skills, with the ability to manage multiple tasks and priorities effectively.
8. Commitment to cultural competence and the ability to provide culturally sensitive and appropriate support to individuals from diverse backgrounds.
9. Non-judgmental and empathetic approach, with the ability to support individuals without imposing personal values or beliefs.
10. Commitment to ongoing professional development and staying up-to-date with best practices and developments in the field.

Desirable:

1. Lived experience of recovery from substance misuse or involvement in the criminal justice system.
2. Experience delivering group activities and interventions, such as group therapy sessions or workshops.
3. Knowledge of local community resources and support services for individuals in recovery.
4. Understanding of the principles of co-production and the ability to involve peers in service design and delivery.

This is a standards-based job description that incorporates Drug and Alcohol National Occupational Standards relevant to the job.

Unit Number	
AA1	Recognise indications of substance misuse and make appropriate referrals
AA2	Relate to and interact with individuals
AA3	Support individuals to access and use services and facilities
AA4	To promote people's rights and responsibilities
AA4	To promote anti-discriminatory practice in ways which are consistent with professional and legislative frameworks and organisational policy
AA4	Recording, storing and communicating information consistent with the requirements of legislation and organisational policy
AA5	Interact with individuals using telecommunications
AA6	Promote choice, well being and the protection of all individuals
AB1	Support individuals who are distressed
AB2	Enable individuals to adopt safe practices associated with substance use
AB2	Support individuals in reducing substance use
AB3	Contribute to the prevention and management of aggressive and abusive behaviour
AB4	Contribute to the protection of individuals from harm and abuse
AB5	Assess and act upon immediate risk of danger to substance users, other clients and staff
AB6	Support individuals to deal with relationship problems
AB8	Contribute to assessing and act upon risk of danger, harm and abuse
AC1	Reflect on and evaluate your own values, priorities, interests and Effectiveness

Unit Number	
AC1	Incorporate new knowledge into the development of your own practice
AC2	Make use of supervision
AC3	Contribute to the development of the knowledge and practice of others
AD1	Identify and increase individuals' knowledge and values about substances, their use and effects
AD2	Facilitate learning through workshops, presentations and activities
AD3	Facilitate group learning
AD4	Develop and disseminate information and advice about substance use, health and social well-being
AF2	Carry out assessment to identify and prioritise needs and taking appropriate action
AF3	Carry out comprehensive substance misuse assessment
AG2	Contribute to the development, provision and review of care programmes and the delivery of service to individuals
AH4	Support individuals to undertake and monitor their own health care
AI1	Work with individuals about their substance misuse using recognised theoretical models (e.g., Motivational Interviewing) to enable individuals to identify and explore concerns and decide on a possible course of action
AI2	Help individuals address their substance use through an action plan/care plan
AJ1/2	Help individuals to plan, evaluate and review interventions to address and change their offending behaviour
AK1/2/3/4	Assist individuals to explore and plan for future employment, training, education, housing and financial management
BB1	Promote your organisation and its services to stakeholders
BI1	Develop productive working relationships
BI3	Facilitate meetings