**JOB DESCRIPTION**

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| **Post title:** Community Rehabilitation Worker | **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: Service Manager** | **Accountable to**: Managing Director |

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| **Job function** |
| As Community Rehabilitation Worker (CRW), you will play a key role in the delivery of the BAC-IN 2 LIFE project, supporting individuals and families from ethnic minority communities with substance misuse issues who are either nearing the end of their prison sentence or on probation in the community in their journey towards rehabilitation and recovery.  The CRW will provide a range of activities, interventions, and support that help to reduce reoffending rates and that promote social inclusion and mobility. The Community Rehabilitation Worker will work closely with other health and social care services to provide culturally sensitive and person-centred advice and support. You will also support the development of cultural competence within His Majesties Prison and Probation Service (HMPPS) and their staff members**.** |

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| **Service Description** |
| **About BAC-IN**  BAC-IN is an award winning, Community Interest Company (CIC) and Lived Experience Recovery Organisation (LERO) which provides drug and alcohol related support to Black, Asian & Minority Ethnic (BAME) individuals, families and communities in Nottingham, Nottinghamshire and across the East Midlands.  Founded in 2003 and based in the City of Nottingham, BAC-IN offers an alternative to mainstream service provision, which acknowledges diversity, recognises and values difference and welcomes a wide range of cultural, faith-based and spiritual perspectives to rehabilitation, addiction recovery and well-being.  At BAC-IN, we provide a culturally sensitive approach to addiction recovery that seeks to address the multiple disadvantages individuals, families and young adults from Black, Asian and Minority Ethnic communities may face and to help realise the best of their life potential. Our support is designed to help people achieve sustainable recovery, make responsible lifestyle choices, build positive relationships and lead healthy and productive lives.  **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**  **About the BAC-IN 2 Life Project**  We are seeking to appoint a Community Rehabilitation Worker to our new BAC-IN 2 Life project – a new 3year project funded by HM Prison and Probation Service (HMPPS).  The successful candidate will be responsible for providing rehabilitation support to HMPPS clients with substance misuse related issues, assisting those due for release from Prison in making the smooth and effective transition from Prison into the community, and those in the community on Probation to address their substance misuse and offending behaviours. In addition to working with HMPPS clients, the role will also involve supporting the development of cultural competence among HMPPS and their staff.  Ultimately, the project aims to help promote rehabilitation, social inclusion, and well-being by working closely with individuals and their families to develop exit strategies that support them on their path to recovery, rehabilitation and desistance. |

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| **Key Responsibilities** |
| 1. Conduct comprehensive assessment 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. 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 prison and 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, 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. 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.  10. Ensure all health and safety procedures are adhered to  11. From time to time some out of hour’s work will be carried out, this may include evenings and weekends.  12. 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 |

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| **Personal Specifications** |
| **Essential:**   1. Experience working with individuals from ethnic minority communities, 2. An understanding of what is meant by cultural competence and its role in the provision of care and support. 3. Knowledge of the criminal justice system and the challenges faced by BAME individuals caught up in it. 4. Experience of conducting comprehensive assessments and develop individual support plans that address a range of needs and goals. 5. Strong interpersonal skills, with the ability to build rapport and establish trusting relationships with individuals and their families. 6. Excellent communication skills, both verbal and written, with the ability to effectively communicate complex information and support individuals in their recovery journey. 7. Ability to work collaboratively as a team member, and with a range of stakeholders, including HMPPS prison and probation staff, and other support services. 8. Strong organisational skills, with the ability to manage multiple tasks and priorities effectively. 9. Commitment to cultural competence and the ability to provide culturally sensitive and appropriate support to individuals from diverse backgrounds. 10. Non-judgmental and empathetic approach, with the ability to support individuals without imposing personal values or beliefs. 11. 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 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** |  |
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| **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 |
| **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 |