



HM Prison &
Probation Service

Interventions Facilitator (Band 4): Information Pack for candidates

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The purpose of this pack

This document has been put together to give potential candidates an insight into the role of an Interventions Facilitator within the custodial environment. It is by no means exhaustive and candidates are encouraged to do their own research into the role.

What is an 'Interventions Facilitator'?

A facilitator is responsible for delivering **accredited offending behaviour programmes**, this includes assessment of individuals to see if they meet the criteria for a programme and one-to-one work.

This is an important role within HMPPS, supporting individuals to address their risk of reoffending and move towards a life free from crime.

What are 'Offending Behaviour Programmes'?

Information regarding offending behaviour programmes is available on the **GOV.UK** website, please see the link below:

<https://www.gov.uk/guidance/offending-behaviour-programmes-and-interventions>

Who can be a facilitator?

Anyone can apply to be a facilitator but it is important that you demonstrate the **behaviours** and **strengths** core to the role.

These are detailed in the **Job Description** attached to the vacancy and are also explained in the **Success Profiles document** (please see the link below for further information).

<https://www.gov.uk/government/publications/success-profiles>



What offending behaviour programmes are delivered at HMP Highpoint?

There are a number of offending behaviour programmes delivered in both custody and the community. Which programmes are delivered is determined by population need.

We currently run the following:

Kaizen Intimate Partner Violence (IPV):

KAIZEN is a strengths based, future focused offending behaviour programme designed to meet the criminogenic needs of adult males who are high or very high risk, typically those with convictions for intimate partner violence (IPV) and/or general violence (GV). It adopts a unified approach where attention is paid to the needs of participants rather than their offence type. The programme is predominantly run as group work but does involve individual sessions with participants as well.

RESOLVE:

RESOLVE is a moderate intensity cognitive behavioural group work intervention that aims to reduce violence in medium to high risk adults and young males. RESOLVE is suitable for male individuals with a history of reactive and/or instrumental violence. It provides a strength based and evidence based treatment approach. The programme is predominantly run as group work but does also involve individual sessions with the participants.

Thinking Skills Programme (TSP):

TSP is a cognitive skills programme for men aged 18+ designed to help develop skills in pro-social problem solving, perspective taking, developing and managing relationships and self-management. It also encourages pro-social attitudes and behaviours and goal setting for the future. The programme is predominantly run as group work but does also involve individual sessions with participants.



What training will I have to undertake?

Once in post there are a number of assessed elements that you need to pass prior to becoming a qualified facilitator and delivering an offending behaviour programme.

This includes:

- **A Local Assessment Centre:**

The purpose of the assessment centre is to assess your potential to become a facilitator. It consists of an **interview** and will also help us identify if you are ready to progress to Core Skills Training.

- **Core Skills Training:**

There are 2 elements to Core Skills training – the first is a **workbook** containing practical and reflective exercises about the essential theory, skills and knowledge required. The second is a **practical training** event which allows you to apply your theory and knowledge to practical exercises. You will attend an event with facilitators from other establishments. This will be assessed by two trainers who together will decide if you are ready to progress to programme specific training.

- **Programme Specific Training:**

Specific training provides an opportunity to facilitate exercises from the manual specific to the programme that you will be delivering. Again, this is a **practical training** event and you will attend with facilitators from other establishments. It will be assessed by two trainers who will decide if you are ready to return to the establishment and begin delivery.



Where will I be based?

At HMP Highpoint our offending behaviour team is based in two locations.

The TSP and RESOLVE programmes are run on one of the residential units where our department is based. We have a range of offices as well as two group rooms which are located alongside prisoner cell locations.

The KAIZEN programme is run in a separate cabin where there is a group room as well as office space for the team.

You may be asked to work in either area and therefore it is important that you feel comfortable working within a custodial environment.

Will I have prisoner contact?

Yes. The role is prisoner facing.

As well as working on a residential unit you will be working with prisoners on a daily basis, either in a group setting or on a one-to-one basis.

You may find the link below helpful to give you an insight into what it is like working for HMPPS and with prisoners in general:

<https://prisonjobs.blog.gov.uk/>



Who will I be working with in my team?

You will be part of an already established team of facilitators, this includes colleagues who are new to the service as well as colleagues who have prior experience in various other roles within HMPPS. The team consists of civilian staff, Prison Officers and psychology. We also have a team of administration staff who support us in our day-to-day role.

There are three Treatment Managers currently in post who oversee each of the individual programmes and will support you in your preparation for training events, as well as your continued professional development.

We have a Programme Manager who oversees the entire department and will line manage you.

We also work closely with a number of departments throughout HMP Highpoint including residential unit staff (Prison Officers), Healthcare, Resettlement, Probation and Industries to name but a few.



Current facilitator testimonies

To help you consider whether this is the right role for you a few of our current facilitators have shared some of their experiences and reasons for joining the team.

Jane:

Why did you apply to be a facilitator?

"I enjoy helping people and supporting them to make positive changes in their lives. In previous roles I supported people to up skill and prepare for the world of work. Sometimes people need support before this point and I saw this role as preparing people for their future, giving them the confidence to take on challenges and live a life free from offending behaviour."

What do you enjoy about being a facilitator?

"I enjoy the variety of the role from facilitating group sessions, assessing the potential participant's suitability and report writing. One day is never the same as another. I enjoy observing a participant's journey from assessment through to completion of a course, seeing achievements made and barriers overcome."

What advice would you give to someone who is considering becoming a facilitator?

"It is very important to be a team player, supporting others and being supported is a big part of the role of facilitator. There will be days when you are extremely busy and times when not, be prepared to be flexible and remember tomorrows another day. The best way to learn and develop your role as facilitator is to observe others, be open to feedback and act on it."

Paula:

Why did you apply to be a facilitator?

"When I first applied for the facilitator role I was looking for something more challenging that would push me out of my comfort zone. This job did exactly that and it's the kind of job where you certainly learn every day."

What do you enjoy about being a facilitator?

"What I mostly enjoy about my role is when we see the results of our hard work and knowing that together we have impacted positively on someone's life."



What advice would you give to someone who is considering becoming a facilitator?

"If you are the type of person who likes a challenge, is a team player and like to think on your feet than I think you will really enjoy this role."

Hollie:

Why did you apply to be a facilitator?

"I applied for the role as I had previously worked in a supporting role and enjoyed helping others. I was keen get into a role where I was able to support offenders to make positive choices in their life, and this role encompassed that! I enjoy learning and developing my skills and I thought this role would give me the opportunity to do just that!"

What do you enjoy about being a facilitator?

"Every day is different in this role, and I enjoy working my way through challenges that I may face. When facilitating, I find it so rewarding when you start to see changes from the individual you've built a rapport with - clearly seeing them using the skills independently that you have helped to equip them with! I enjoy working with others in my team who share the same passion to help offenders make changes to their lives, and it is a real achievement for both you and them when you see them do just that."

What advice would you give to someone who is considering becoming a facilitator?

"I would advise anyone coming into this role to be open to facing challenges and learning to overcome them, to be transparent, and to be a team player!"

Contact

For any queries specific to the role please contact:

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