


Role Title:	Integrated Offender Management-Young Adult Support Worker
Grade:	PS Pay Band 3
Responsible to:	PS Band 5 SPO
Responsible for:	No Supervisory Responsibility

Role Purpose	<p>The young adult support worker role is an integral part of the IOM delivery model, working directly with the probation practitioner and with partners to deliver positive outcomes, reduce re-offending, the risk of harm and to protect the public.</p> <p>The post holder(s) will work with selected IOM nominals who are engaging in risky behaviours demonstrated via their offending and/intelligence, these selected nominals are often engaged with violence/knife/gang affiliated crime. The YASW will assist the probation practitioner (PP) responsible for managing the case by assisting with the following;</p> <ul style="list-style-type: none"> • Support engagement with statutory services and non-statutory support services • Support the IOM team to deliver risk reducing strategies • Deliver low level interventions as tasked by the PP in a case management support role, feeding all narrative from those sessions to the PP who will consider risk management. • Provide signposting / advice and information regarding other support services within the locality that can support desistance. • Delivering a range of holistic support tailored to individual requirements and rehabilitative pathways as set by the PP • Update the PP of any emerging risk concerns. • Provide updates at MAP and MACC meetings. • Provide intelligence to key partners specific to any gang related activity or developing associations. <p>Working with local partners to develop, maintain and support critical pathways for the IOM cohort in the following domains:</p> <ul style="list-style-type: none"> • Employment, training & education • Accommodation • Drugs and alcohol • Mental & physical health • Finance, debt and benefits • Families & children
Responsibilities, activities and duties  PSO required training.xlsx	<p>This role involves working with complex individuals, including those who have committed violent offences to reduce the risk of harm posed and to encourage and support positive change, contributing towards the protection of the public.</p> <p>The job holder will be required to:</p> <ul style="list-style-type: none"> • Engage with IOM nominals in a pro-social manner. Demonstrate pro-social modelling skills by consistently reinforcing pro-social behaviour and attitudes and challenging anti-social behaviour and attitudes • Support Rehabilitation, resettlement and promote desistance from harmful behaviour under supervision of the PP, providing case management support • Monitor behaviour of IOM nominals in line with risk assessments, motivating to ensure compliance. Respond appropriately to abusive or aggressive behaviour and report this to the PP to assess risk

	<ul style="list-style-type: none"> • Support the arrangement and delivery of purposeful activities / interventions for IOM nominals. • Seek out opportunities to create effective change and create an enabling environment conducive to change with direction from the PP • Engage and successfully complete training courses specific to this role. • Develop a plan of engagement with significant others to support desistance and encourage change (including family members, friends and other supportive contacts) • Develop, maintain and update a local network / directory of partnership agencies to contribute to the delivery of IOM • Maintain IOM case records and files as required, including data entry as necessary • Carry out safeguarding adult and children duties in accordance with the partnership statutory responsibilities and agency policies • Develop productive working relationships with colleagues and external agencies • Work within the aims and values of PS and HMPPS <p>The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alternations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation scheme and shall be discussed in the first instance with the Job Holder.</p>
Experience	<p>Essential</p> <ul style="list-style-type: none"> • The role is an external recruitment campaign. • We are seeking a candidate that has relevant experience working with complex and challenging people. The candidate will need to demonstrate their previous experience at application stage.
Skills	<p>Essential</p> <ul style="list-style-type: none"> • Strong communication skills (verbal and written) and ability to communicate effectively with a wide range of individuals, including those who may present difficult or aggressive behaviour • Experience of working with challenging behaviours • Ability to use and work on own initiative • Understanding of and commitment to equality and diversity • A high degree of computer literacy and experience in the use of a wide range of IT systems including Microsoft applications • Resilience and professional judgement as the work is simultaneously demanding but rewarding • Understanding of partnership working and ability to work with a range of key partners and identify new partnerships to bring about change in the locality • Solution focused and self-motivated to problem solve using innovative and creative approaches <p>Desirable</p> <ul style="list-style-type: none"> • Understanding of factors related to offending – e.g. substance use, mental health • Knowledge and understanding of risk assessment/ risk management relating to offenders • Knowledge and understanding of the work of the Criminal Justice system and

	<p>Probation Service</p> <ul style="list-style-type: none"> • Awareness of health and safety issues • Ability to work under pressure and to deadlines • Ability to monitor the progress and quality of work • Ability to speak / write in Welsh
Knowledge	<p>Essential</p> <ul style="list-style-type: none"> • Experience of working with people exhibiting challenging behaviour • Experience of working with a diverse range of people who have experienced a range of social / personal difficulties • Understanding of adverse childhood experiences and how to be more trauma informed when working with complex individuals • Experience of working across different agencies to achieve a common purpose <p>Desirable</p> <ul style="list-style-type: none"> • Understanding of the Integrated Offender Management approach • Understanding of the challenges and benefits in multi-agency working • Mental health / personality disordered awareness • Experience of working with young people
Personal Qualities	<ul style="list-style-type: none"> • Considers a range of possible options before making clear, timely, justifiable decisions • Reviews decisions in light of new information and changing circumstances • Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest • Works co-operatively with others to get things done, willingly giving help and support to colleagues • Is approachable, developing positive working relationships and good team spirit • Explains things well, ensuring instructions are understood and talks to people using language they understand • Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively • Persuades people by emphasising the benefits of a particular approach, keeping them informed of progress and managing their expectations • Courteous, polite and considerate, showing empathy and compassion • Deals with people as individuals and addresses their specific needs and concerns • Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances