



T2A (Transition to Adulthood) – Young Adults Services Embedding Manager

Role

In collaboration with Her Majesty's Prison and Probation Service (HMPPS), the Barrow Cadbury Trust (www.barrowcadbury.org.uk) is recruiting a secondee to support the embedding of its Transition to Adulthood Alliance (www.T2A.org.uk) evidence base on working with young adults (18 to 25). Working alongside senior probation leaders in HMPPS, the post holder will develop national and local strategic approaches and support managers to develop operational good practice for young adults. The role holder will make use of the extensive T2A evidence base on young adults' development, for instance on maturity and psycho-social development, to change day to day practice in Her Majesty's Prison and Probation Service (HMPPS).

There are a number of current initiatives within HMPPS which with greater co-ordination could provide a more strategic approach to improving the treatment and outcomes for young adults. These include the roll-out and use of a maturity screening tool, a maturity toolkit, the development of a young adult's strategy and a young adult women's strategy. The role holder will use the T2A evidence base to support the production of guidance materials for frontline practitioners, help disseminate the outcomes from project reports developed by T2A to key government officials and use the knowledge gained from frontline practice to contribute to T2A's public affairs work and other activities including responses to Government consultations. The role builds on a similar one, which in [year] supported the development of good practice in prisons and will have a particular focus on work with young adults in the community, where strategy and practice needs further development and embedding.

Background

The Barrow Cadbury Trust is an independent, charitable foundation, committed to supporting vulnerable and marginalised people in society. It works with charities, think tanks and government to address the structural barriers to change. The Trust runs a criminal justice programme which has as its key focus 18 to 25-year olds in the justice system. The Transition to Adulthood Alliance (www.t2a.org.uk) was convened by the Trust in 2008, and is supported by a coalition of leading criminal justice, health and youth organisations.

Details

The Secondment opportunity is for six months in the first instance. Depending on progress with the project and depending on the needs of the T2A campaign, there is the potential to extend to a maximum of 12 months, with the agreement of the Secondee, Barrow Cadbury and HMPPS. Working

location is flexible and will be agreed with the applicant, with working from the Barrow Cadbury office, home working and on HMPPS sites available options (subject to COVID restrictions). The post holder will be expected to travel frequently (should COVID restrictions allow).

Salary will match the Seconded's current remuneration (up to a cap at £60,000 gross per annum which includes all related costs such as pension, NI). The Seconded will retain Civil Service terms and conditions.

The post holder will report to the Barrow Cadbury Trust Criminal Justice Programme Manager.

How to apply – Please send a CV and a covering letter (maximum 2 sides of A4) setting out why you want to undertake this secondment and how your skills and experiences match the job description and person specification, completed applications should be emailed to l.hunte@barrowcadbury.org.uk by close of play 20th October 2021.

Interviews are scheduled for 9th November 2021.

Job Description

The job description below contains examples of the type of activities that might be carried out to support HMPPS' staff embed young adult aware services. The role holder will conduct an initial scoping exercise in collaboration with HMPPS and T2A to develop a work plan for the secondment period that will maximise opportunities for embedding the T2A evidence base and other principles of good practice with young adults.

- Attend and contribute to young adult strategic and working groups in HMPPS. Attend and contribute to the Probation Service Youth Offending Service Governance Board. Connect strategic and working groups and bring in the voluntary and community sector and lived experience where appropriate. Support existing work developing young adult good practice groups.
- Identify strategic developments with HMPPS and make the case for specific young adult services and advocate how the T2A evidence base can contribute to strategy development.
- Develop materials (e.g. workbooks/worksheets etc.) for HMPPS staff engaging with young adults. Scope the potential for and if appropriate develop newer forms of dissemination (e.g. apps, podcasts and short form briefings).
- Identify 'what works' fora in HMPPS and make young adult information available on these fora.
- Develop and sustain 'communities of good practice' in HMPPS advocating distinct services for young adults. Support young adult 'single points of contact' in prisons establishments and probation services.
- Build on previous 'mapping' work of young adult services in prisons and conduct a mapping exercise of young adult specific probation services.

- Engage with key bodies supporting Prison and Probation Officer learning, training and development and HMPPS internal communications departments to disseminate good practice information and guidance. Make the case for young adult aware services for other statutory partners where they intersect with the justice system for example health and education.
- Develop an evaluation method to assess the impact of HMPPS work by establishing a baseline, and milestones so that the impact on prison and probation staff (including new probation delivery partners) and young adult outcomes can be assessed.
- Support initiatives to reduce Black, Asian and minority ethnic (BAME) and care experienced people disproportionality in the CJS and promote gender aware services as each relates to young adults.
- Identify areas in HMPPS where young adult 'thinking' is not present. Inform the T2A Campaign Management Group and work with the BCT Criminal Justice Programme Manager to incorporate it into the T2A work plan if appropriate.
- Support the BCT Criminal Justice Programme Manager deliver the T2A work plan as it relates to HMPPS.

Person Specification

Essential requirements

1. Experience

- Experience of working within the criminal justice system, resulting in an understanding of both policy and operational matters and how change is brought about.
- Demonstrable experience of, and interest in, good practice as it relates to young adults in the criminal justice system

2. Qualifications

- Evidence of relevant continuous professional development and/or study.

3. Skills

- Good research and writing skills with the ability to communicate clearly and effectively to internal and external audiences.
- Excellent communication and influencing skills with ability to develop and maintain partnerships with key criminal justice stakeholders, including voluntary and statutory government bodies, Parliamentarians, think tanks, academic institutions and service users.
- Good project management skills and experience of organising meetings, seminars and public events.
- Ability to understand and analyse written and numerical data
- Sufficient IT skills to manage own workload (packages used by the Trust include the Microsoft Office suite and Outlook)

4. Knowledge

- Knowledge of the issues affecting young adult offenders in the criminal justice system, and in particular an understanding of the experience of Black, Asian and Minority Ethnic and Female offenders and other inclusion and equalities issues.
- Awareness of how change is made within government and government agencies that shape policies and programmes affecting the CJS.

5. Personal qualities

- Ability to work as part of a team and to work on own initiative and prioritise workloads
- Highly motivated with the ability to motivate others
- Able to meet demanding expectations and timescales
- An influencer with an understanding of what makes successful change
- Commitment to promoting equal opportunities and alignment to the Quaker value base of the Trust, and demonstrable commitment to the promotion of social justice.

Desirable

- Experience of policy analysis, review and evaluation
- Knowledge of campaigning or policy change activities. Professional use of social media.