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| **Position** | **Custody Intervention Coach (DIVERT)** |
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| **Salary** | Band 3. S.C.P 10 - £23,268 per annum |
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| **Location** | Across Blackpool (including custody suites) |
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| **Type of Contract** | Full Time contract until December 31st 2020 (Extension subject to further funding) |
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| **Closing Date**  **Interview Date** | No later than 5pm on Friday 10th January 2020  Wednesday 15th January 2020 |
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| An exciting opportunity has arisen for someone to join Blackpool FC Community Trust (BFCCT) as part of the Community Engagement team to deliver on our new DIVERT programme.  DIVERT is an award winning Metropolitan Police Service (MPS) intervention programme aimed to reduce re-offending. It is delivered in the police custody suite and aims to divert young adults aged 18 - 25 years away from crime.  DIVERT introduces specialist custody intervention coaches (CIC) from football community clubs to engage young adults during their detention in police custody. The CIC leads a development plan to assist the client in fulfilling their own goals, relating to personal development, education, training and employment. At present Palace for Life Foundation and Millwall Community Trust deliver DIVERT in Croydon and Lewisham Police Custody Suites. However, DIVERT will now be working with Football Clubs across Lancashire, including BFCCT .  The post holder will be jointly responsible and accountable for making sure all related KPI’s and targets are met. Ensuring high quality monitoring and evaluation methods and techniques are in place is a crucial, as is a strong awareness around safeguarding.  This individual will also work alongside the Head of Community Programmes and the Community Cohesion Manager to develop new schemes of work and funding proposals as well as provide reports for partner agencies and commissioners.  Working in partnership with the Comms team, the post holder will also assume responsibility for ensuring that the marketing and promotion needs of each programme is sufficiently met.  Blackpool FC Community Trust, based at Bloomfield Road Stadium and is the independent charitable arm of Blackpool FC, with a focus on engaging, developing, inspiring and supporting the people of Blackpool to live better lives.  **How to apply:** Application forms can be downloaded via our website [www.bfcct.co.uk](http://www.bfcct.co.uk). Alternatively, you can request an application form from Jason White by email: [Jason.white@bfcct.co.uk](mailto:Jason.white@bfcct.co.uk) or telephone 01253 348691 to request a paper version.  Interviews will take place on Wednesday 15th January 2020.    Please note that the job will be subject to satisfactory references and enhanced DBS procedures. | |

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**Job Description**

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| **Job title** | **Custody Intervention Coach (DIVERT)** | **Reporting line** | Community Cohesion Manager |
| **Purpose of role** | BFCCT is seeking to appoint a dedicated custody intervention coaches (CIC), as part of the Community Cohesion strand of our Community Programmes.  The role of a CIC is based in a police custody suite, the CIC will be working on a daily basis engaging with detainees and various members of the police family. The CIC will remain totally independent from the police investigation whilst delivering this new and innovative intervention programme.  It is the CIC’s responsibility to successfully engage detainees in order to assess their motivation to make positive change and to start an intervention plan to prevent them from re-offending. This process will begin whilst the detainee is in police custody.  The CIC will be provided with full training to equip the CIC with the necessary knowledge and skills to fulfil the role. The CIC will undergo personal security background checks carried out by the Police in addition to the DBS check carried out by BFCCT. | | |
| **Key Tasks** | * Deliver projects to a high standards, working towards pre-defined KPIs. * Undertake regular supervisions and appraisals with Line Manager. * Provide reports as appropriate. * Work with individuals and/or groups from a range of backgrounds. * Undertake project evaluation and monitoring as required. * Mentor young adults on a one to one basis in community settings. * Keep accurate files and records and produce output evidence. * Attend related networks, meetings and events, supporting partnership and sharing good practice. * Liaise with a range of key stakeholders to ensure effective engagement and participation. * Keep accurate up to date filing systems, data and records relating to projects. * Manage and account for any incomes generated through community sessions. * Identify new areas of work based upon insight and evidence of need. * Work alongside Blackpool FC to promote health, education and inclusion in a positive way to the wider community. To liaise with Blackpool FC in order to utilise club resources such as player appearances and marketing. * Promote BFCCT brand and ethos in a professional, strong and positive manner. * Undertake other duties and responsibilities, in line with the grade of the post. * Work alongside other team members to support in other areas of the organisation as and when required to promote best practice. * The post holder will be required to work some evening and weekends, including match days, as the requirements of the job demands. * Will be required to demonstrate positive attitudes and values towards others and work in a non-discriminatory way. * To ensure the welfare and safety of all participants, which includes safeguarding responsibilities. * The CIC may consider working with drug intervention and mental health specialists to provide a ‘joined up’ working approach to the intervention plan. * The CIC will often be seen as a friendly face and as the non-judgmental side of the criminal justice system. * The CIC will need to exercise patience and resilience, many detainees are actually more danger to themselves than to others. The CIC can easily become a detainee’s voice of reasoning as every situation in police custody will present a different challenge. | | |
| **Essential Skills and Knowledge** | * Exceptional listener, who is capable of engaging and building a rapport with people. * Will be impartial and open minded in their decision-making processes. * The police custody suite is a challenging environment, the CIC will need to be assertive and at times deal with confrontational situations. * The role has an element of exposure to managed risk, therefore the CIC will need to be risk aware and have the necessary skills to minimise risk. * The CIC will need to integrate quickly into the environment of the police custody suite working to a common goal with all members of the police family. It is essential the CIC remains totally independent in the role whilst respecting the different roles of other professionals involved in the police detention process. * Possessing excellent interpersonal skills will be key to the CIC’s role. A clear communicator with the ability to connect with people from all backgrounds, walks of life and different cultures. * The successful candidate must be able to work independently but also as part of a team, acting with professionalism, integrity and empathy. * The CIC will need to have a willingness to learn with a measured and consistent approach at all times. * Bright and self-motivated person. * Passionate about helping others to achieve their goals and aspirations. * Manages own time and relevant resources efficiently and effectively. * Prioritises work and use of resources to meet relevant objectives. * Ensures time and resources are used in a way that best meets the client. * Communicates effectively and inclusively with clients, senior managers and team members. * Ensures clear two-way communication through listening and responding appropriately. * Shows initiative, personal resilience and motivation to deliver a quality service. * Upholds legislation, regulations and policy, acting with integrity and challenging those who do not. * Behaves appropriately, taking personal responsibility for own actions and setting a good example for other colleagues. * Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. * Deals with challenges and generates solutions. * Ensures a high quality service, balancing the needs of clients. * Thorough working knowledge of the community provision and opportunities delivered by BFCCT, particularly our training and employment opportunities. * An ability to motivate, inspire and mentor people towards achieving their goals. * An ability to build relationships and work collaboratively with a range of partners. * Knowledge and experience of safeguarding requirements when working with young people and vulnerable adults. * Ability to monitor, evaluate and assess project performance. * Ability to work independently and collaboratively as a member of a team. * Strong IT skills including intermediate abilities in all MS Office programmes. * A passion for community and making a difference. * Highly motivated and conscientious with a determination to succeed. * A commitment to the aims, vision and values of Blackpool FC Community Trust. * Knowledge of processes to safeguard children, young people and vulnerable adults. | | |
| **Essential Qualifications** | * Full driving license and the use of a vehicle. * Safeguarding (can be completed after appointment if lapsed). * First Aid (can be completed after appointment if lapsed). | | |

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| **Essential Experience** | * Experience of mentoring individuals over long periods of time. * Experience of working with vulnerable young people within a youth work, education or custodial environment. * Monitoring and evaluation of programmes. * Achieving set targets and outputs. * Project management. * Minimum of 2 years of delivering community programmes. |
| **Desirable** | * Experience of working in the Criminal Justice System. * Knowledge of the Criminal Justice System. * Youth Offending Service or similar working background. * A positive attitude towards professional development and their own learning. * Awareness and understanding of Blackpool and the surrounding area. * Mentoring, Counseling or Youth Work qualification(s). |
|  | Blackpool FC Community Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If this role involves the supervision of and work with children and young people or vulnerable adults you will require an Enhanced Criminal Records Check (CRC) through the Disclosure and Barring Service (DBS) and clearance for work in football by The FA. As such, this post is exempt for the rehabilitation of Offenders Act (1974) and the applicant must disclose all previous convictions including spent convictions.  As Blackpool FC Community Trust is a diverse organisation that respects differences in race, disability, gender, gender identity, sexual orientation, faith, background or personal circumstance we welcome all applications. We want everyone to feel valued and included within the organisation in order to achieve their full potential. Blackpool FC Community Trust is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.  You provide several pieces of data to us directly during the recruitment exercise. In some cases, we will collect data about you from third parties, such as employment agencies, former employers when gathering references.  Should you be successful in your job application, we will gather further information from you.  If you would like to know more about the data we collect and how we use the data please email selina.hayes@bfcct.co.uk. |

Last Updated : December 2019