

DIVERT >

OXFORD UNITED
IN THE COMMUNITY



Job Title: Custody Intervention Coach - DIVERT

Reporting to: Head of Charity – Christopher Lowes

Location:

Officially based at Oxford United FC Training Ground, Oxford Sports Park, Horspath Road, Oxford OX4 2RR but work will take place mainly at Thames Valley Police, Abingdon Police Station, Colwell Drive, Abingdon OX14 1AU and Thames Valley Police, Banbury Police Station, Warwick Road, Banbury OX16 2AE.

The person must be able to drive and have access to a vehicle due to the multi-site nature of the role.

Salary:

£30,000 per annum plus pension.

Hours of Work:

40 hours per week excluding lunch breaks (custody suite-based work between the hours of 10am to 10pm including weekend working if agreed and normal office-based hours 9am to 5pm).

Role Duration:

For the period of OUitC's DIVERT funding (one year currently), potentially extendable subject to funding and annual performance review.

Introduction:

Oxford United in the Community (OUitC) is the official charity of Oxford United FC (OUFC).

Independent but closely linked, OUitC is embarking on an exciting new strategy "Oxfordshire – A Community United" from 2020 to grow the impact of the charity and OUFC's brand using the power of football.

Historically, the charity has worked with primary schools and supported older people and now wishes to add a range of services and opportunities for young adults.

One programme within this new provision is DIVERT and OUitC has recently been funded to participate in a roll out of the programme in the Thames Valley Police area as the unique delivery organisation for Oxfordshire.

We are looking for an exceptional candidate for this programme to work with Thames Valley Police, New Era Foundation, other football organisations delivering DIVERT regionally and nationally and a range of local partners.

<https://www.newerafoundation.uk/divert>

Whilst the Head of Charity will be involved at a strategic level, the DIVERT Custody Intervention Coach will be the key point of contact between OUitC and all stakeholders.

Purpose of the Programme:

DIVERT is a custody Intervention programme which is designed to reduce reoffending and has been funded by the Thames Valley Police Violence Reduction Unit (VRU). It will be delivered in the Oxfordshire custody suites across Thames Valley by The New Era Foundation and Oxford United in the Community and it aims to DIVERT young adults between 18-25 years away from crime.

DIVERT addresses a gap in the statutory provision for young people and is already successfully embedded in custody suites in Berkshire and across the Metropolitan and Lancashire Police Services.

DIVERT has introduced specialist Custody Intervention Coaches (CICs) from local football community clubs to engage young adults during their detention in police custody. At present Reading Football Club Community Trust delivers DIVERT in Loddon Valley Custody Suite (Reading) which is in the Thames Valley Police area.

Thames Valley Police VRU are currently extending the programme to the rest of the Thames Valley Police area by adding the Club Community Organisations of Wycombe Wanderers, MK Dons and Oxford United. The successful candidate for this vacancy will work closely with all these organisations and this network will provide peer support and best practice sharing.

Purpose of the Role:

The DIVERT Custody Intervention Coaches are not Police officers or staff and will instead work for the Football Club Community Organisation within the custody suites. Conversations are confidential between the coach and the client. It will not interfere with the Criminal Justice process. They are fully trained and ready to listen in a non-judgemental way.

DIVERT is totally voluntary for the young adult. The Custody Intervention Coach will meet the young adult whilst in custody and seek to start a conversation and get some meaningful engagement. They will complete a needs assessment with the client and then identify some effective interventions to make some positive changes in their lives.

The Custody Intervention Coach explains the numerous paths that the individual can be referred to and follows this with a long-term development plan to assist them in fulfilling their own goals, relating to education, training, and employment.

DIVERT is there to offer hope and an opportunity to make positive change.

Main Roles and Responsibilities:

The role of a Custody Intervention Coach is based mainly 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 but will continue outside of the custody environment.

We would like to recruit a bright and self-motivated person who is passionate about helping others to achieve their goals and aspirations. 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.

This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

The CIC will have a thorough working knowledge of the community provision and opportunities delivered by their own community club organisation (CCO), Oxford United in the Community, with particular emphasis placed on training and employment opportunities delivered by OUtC and also OUtC's partners.

In order to fulfil this role, the CIC will need to be an exceptional listener who is capable of engaging and building a rapport with people who may be at a time of crisis in their lives. The CIC will often be seen as a friendly face and as non-judgmental. The CIC 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 exercise patience and resilience.

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.

The CIC may consider working with drug intervention and mental health specialists (Liaison and Diversion) to provide a 'joined up' working approach to the intervention plan.

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 CIC will be provided with full training to equip the CIC with the necessary knowledge and skills to fulfil the role, which will include a full week's initial training in London at the end of November (exact dates TBC).

The CIC will undergo personal security background checks carried out by Thames Valley Police in addition to the DBS check carried out by Oxford United in the Community.

You will be responsible for improving your performance by participating in the Professional Development Review (PDR) process with your employer.

To carry out any other duties which are consistent with the nature, responsibilities, and grading of the post.

All roles are expected to know, understand, and act within the ethics and values of Thames Valley Police. These will be assessed within the application / assessment or interview stage of the recruitment / selection process.

Person Specification:

Qualification		
Essential	Desirable	To be identified by
Proven ability to gather and interpret information.		Application Form / Interview
Knowledge / Experience		
Experience of dealing with members of the public and working in partnership with other departments and agencies		Application Form / Interview
Experience of communicating at all levels with a wide range of audiences.		Application Form / Interview
Experience of working effectively and efficiently as part of a team, and working with minimal supervision		Application Form / Interview
Experience of working on their own, developing solutions and taking appropriate timely action to resolve them	Knowledge of intelligence gathering procedures	Application Form / Interview
Experience of dealing with difficult situations or conflict	Working within a custody suite	Application Form / Interview
Experience of maintaining strict confidentiality using tact and diplomacy where appropriate	Information sharing knowledge	Application Form / Interview
Experience of listening effectively and questioning where necessary to fully understand a person's personal circumstances		Application Form / Interview
Experience of writing professional reports		Application Form / Interview
Other		
An acceptable level of sickness absence in accordance with the organisations Attendance Policy.		Attendance to be checked post interview by Recruitment for internal staff, via references for external applicants
Ability to travel on business when required.		Application Form
A flexible approach towards working practice and working hours.		Application Form / Interview
Full driving licence		Application Form
Willing for appropriate vetting commensurate to role		Vetting Process

To Apply:

Please email Clowes@oufc.co.uk with your CV (including two referees) with a covering letter detailing how your personality, character and capabilities make you the best candidate for the role of Custody Intervention Coach – DIVERT. No contact will be made to referees without your prior permission.

Closing date for applications:

Friday 30th October at 12 midday.

We will endeavour to advise candidates shortlisted for interview by close of business on Friday 30th October.

Interviews:

We plan to hold initial interviews on Friday 6th November so you should be available on this day if applying for the role.

Please note that the appointment of the successful candidate will be subject to standard preemployment screening, as applicable to the post. This will include right-to-work, proof of identity, Disclosure and Barring Service (DBS), and references. For this role, the successful candidate will also undergo personal security background checks carried out by Thames Valley Police.

Please note that any personal data submitted to the charity as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. The charity's Policy on Data Protection is available on request.

Entry into employment with the charity and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Oxford United in the Community | Oxford United FC, Grenoble Road, Oxford OX4 4XP

t: 01865 338159 | e: community@oufc.co.uk | w: ouitc.co.uk

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