

Job Description – Peer Consultant (EPOP)

Post:	Peer (Lived Experience) Consultant - Engaging People on Probation
Responsible to:	Peer Coordinator Trainer Lead (EPOP)
Responsible for:	Delivering activities to support and advise NPS on change as part of Engaging People on Probation contract
Hours:	Ad-hoc – expected commitment of 1.5 days per month, for at least 6 months
Grade:	2 – Sessional Worker Hourly rate – £9.50/hour Travel expenses paid
Location:	Flexible with travel within and/or to one or more of: North-East, North-West, Yorkshire and the Humber, Wales, West Midlands, East Midlands, South-West, South Central, East of England, London, Kent, Surrey and Sussex, Greater Manchester
Holiday:	N/A

Vetting process will be in accordance with Cabinet Office Baseline Personnel Security Standards (BPSS) and will include Enhanced DBS check.

SUMMARY

The Wise Group is a leading social enterprise working to lift people out of poverty. As an enterprise, we build bridges to opportunity for the most vulnerable in our society. Our team does this through mentoring support, employment, skills, and energy advice. Every day we support our customers into jobs, work to lift people out of fuel poverty, and help people coming out of prison to build a better future. Our work is varied and underlying everything we do is a passion and commitment for social justice and a fairer society for all.

St Giles is an award-winning social justice charity using expertise and real-life past experiences to empower people who are not getting the help they need. People held back by poverty, exploited, abused, dealing with addiction or mental health problems, caught up in crime or a combination of these issues and others. We show people there is a way to build a better future for themselves and those they care about and help them create this through support, advice, and training. Our peer-led services form the backbone of our work, putting people with lived experience at the centre of delivery, design, and evaluation of support and services across the UK.

St Giles and The Wise Group came together to form a partnership with the aim of supporting the Probation Resettlement reforms by offering a high-quality service underpinned by staff who have lived experience and cultural competency. To date we have been awarded 17 contracts to deliver Personal Wellbeing and Women's Services across England and Wales. These services will involve delivering a range of resettlement support interventions to people on probation either being released from custody or on community sentences.

The Engaging People on Probation (EPOP) project is an exciting new opportunity to work closely with the National Probation Service as part of a ground-breaking St Giles Wise project, to support NPS's approaches to engaging with People on Probation (POP) without the need for external support from a third party or contractor.

Peer consultants with lived experience of probation will be at the centre of this project and play a leading role working with NPS to assess current approaches to EPOP, identify opportunities for positive change, and help make them happen.

We are seeking people with lived experience of the prison and probation services across England & Wales to participate in this work on a sessional basis. You will be trained and supported to participate in a wide range of ways, gaining skills and experience for life and work while having the opportunity to influence long-term positive change for NPS and people on probation.

Key Deliverables

1. Participate actively in initial training in peer-led evaluation and consultancy approaches – up to 3 days (travel expenses covered)
2. Participate actively in specialist & refresher training workshops on tools & techniques – 1 day per quarter
3. Work with regional and national NPS representatives to self-assess progress in engaging people on probation and identify areas of strength and for development
4. Support development of regional actions plans, and measures of success, working with NPS, PoP, and wider project team
5. Support, co-deliver, or lead activities to address areas for development in the region – e.g. workshops, surveys, comms activities
6. Promote and demonstrate the value of POP involvement to everyone involved in the project, and POP themselves
7. Work with, listen to, and help ensure views from people on probation are considered as part of all above activities, and lead specific activities such as planning sessions with both NPS and POP representatives

What we are looking for from you – Person Specification

When completing your application form please address the points marked with (A) set out below.

Experience

- Relevant Lived experience, e.g. either on license, recently left the justice system (A)
- Other lived experience welcomed (e.g. of homelessness, mental distress, substance misuse, domestic violence/abuse, disability, involvement in care system)
- Existing networks and links to people on probation (A)
- Completing tasks where communication with others is important (A)
- Following processes and/or completing tasks where accuracy is important (A)
- Collecting information (in words, pictures, numbers, or other media) from/with other people (desirable)

Knowledge

- Knowledge of anti-discriminatory working practices, and their implications; practical application of diversity awareness and unconscious bias in employment
- Knowledge and understanding of the issues faced by people on probation (A)
- Basic working knowledge of IT, such as emails, video-calling, Word

Skills & Abilities

- Ability to relate directly and authentically to people on probation as a peer (A)
- Ability to be a flexible and co-operative member of a team
- Strong active listening and communication skills (A)
- Sensitivity to people's experience and ability to treat information as confidential (A)
- Ability to be well organised (A)
- Good time keeping (A)

Attitude

- Interested in learning about peer-led evaluation and consultancy (A)
- Passionate about ensuring people on probation are engaged effectively as part of NPS work (A)
- Commitment to completing required training (A)
- Desire to contribute to helping NPS and St Giles Wise learn and make change happen (A)
- Willing to ask questions and demonstrate curiosity
- Commitment to collaborative ways of working
- Commitment to and understanding of safeguarding and professional boundaries
- Respect for the values and ethos of St Giles Wise
- Personal and professional integrity
- Positive attitude towards staff and our Peers

What we will do to support you in this role

We will provide the following resources to assist in the successful achievement of the responsibilities outlined above:

- On-going and targeted learning and development that will support and enable you to deliver the role to a high standard, including specialist training in Peer-led Evaluation and Consultancy methods
- A full induction to St Giles Wise and the EPOP project
- Continuous support and supervision including reflective practice to develop your learning and skills as a peer evaluator

Our Values

Shaping a positive culture and promoting our values is a vital aspect of this role.

The Wise Group values are:

1. **We go the distance, so our colleagues and customers, reach a positive and sustainable future.**
2. **We are ambitious to make a real difference every day; socially, financially, and culturally.**
3. **We hurdle boundaries and innovate.**
4. **We thrive through collaboration, kindness and learning together.**
5. **We celebrate and respect individual difference.**

St Giles Values are:

- **Positively ⇔ Empowering**
- **Persistently ⇔ Supportive**
- **Flexibly ⇔ Creative**
- **Proactively ⇔ Empathic**
- **Actively ⇔ Inclusive**
- **Clearly ⇔ Communicating**