



Inspiring change within our community

Ewood Park Stadium, Blackburn, Lancashire, BB2 4JF, United Kingdom
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Organisation	Blackburn Rovers Community Trust
Position	Operation Divert – Custody Intervention Coach (CIC)
Salary	£21,500-£23,000 (Dependent on experience)
Location	Blackburn Rovers Football Club, Ewood Park Stadium, Blackburn, BB2 4JF
Type of Contract	Fixed term – One year with a view to extension subject to funding
Closing Date	5pm on Friday 7 th May 2021
Interview Dates	w/c Monday 10 th May 2021

Blackburn Rovers Community Trust (BRCT) is a successful award-winning charity that is continuing to grow as a sustainable dynamic organisation that positively impacts on the local community. We employ over 40 full-time staff and engage with over 40,000 people annually. We are dedicated to providing the best possible services to local people through a variety of programmes which aim to upskill, create opportunities and improve the health of those we serve.

Our Vision, Mission and Values

Given the needs that our charity has identified within the local area, we have formulated a strategy to ensure that these requirements are met by our charity, providing support and opportunities for those who need them the most.

Our Vision

We strive to:

- Inspire Change
- Raise Aspirations
- Invest in Futures
- Improve Health and Wellbeing
- Provide Sports Opportunities
- Build a More Integrated and Inclusive Society

Mission Statement

“Inspiring change in our community”

Blackburn Rovers Community Trust is fully committed to offering all members of the local community

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access to the highest quality programme of grassroots sports, education, inclusion and awareness projects to encourage off-field participation, success and enjoyment. We are at all times keen to use the profile and brand of Blackburn Rovers Football Club to greatest effect, committed to developing a comprehensive and diverse range of community initiatives and partnership working practices to open up new avenues of life chances and make a positive difference to the lives of the people of Blackburn with Darwen and Lancashire.

Our Values

We have a dedicated and determined group of staff who are all committed to ensuring that our values are embedded in everyday thinking, from planning to fundraising to delivery. It is essential that all connected with Blackburn Rovers Community Trust share in these values to assist us in achieving our ambitions of:

- Building positive partnerships with like-minded organisations.
- A pro-active style in progressing the impact and quality of our work.
- An open and honest approach to working with all parts of our community.
- To ensure that anyone who wants to engage with the Trust can do so.

Our Core Values

- Innovation
- Creativity
- Individuality
- Inclusivity
- Diversification
- Proactivity
- Ambition
- Determination
- Principles
- Family

The Pillars

- Fulfilling Potential
- Encouraging Achievement
- Enhancing Wellbeing
- Success Through Sport

Main Purpose of the role is to:

This role will involve supporting the Community Inclusion Manager and other local partners to engage with the local community of Blackburn with Darwen to recruit participants and deliver intervention programmes and workshops focused on social mixing and integration.

The role will also involve enhancing and implementing BRCT's Inclusion Strategy, strengthening and creating new partnerships; sign-posting people from a variety of communities into participating in various existing and future community initiatives.

The role requires an individual with experience of working in an inclusion setting and good knowledge of inclusion/integration-based project work.

How to apply:

To apply, please email your [application form](#), [equal opportunities form](#) and covering letter to recruitment@brfctrust.co.uk. CVs will not be accepted.

FAO: Gary Robinson, Chief Executive Officer
Blackburn Rovers Community Trust,
Ewood Park,
Blackburn,
BB2 4JF

Please note that the job will be subject to satisfactory references and enhanced DBS procedures.

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JOB DESCRIPTION		
1.	Job Title	Operation Divert – Custody Intervention Coach (CIC)
	Salary	£21,500-£23,000 (Dependent on experience)
	Hours of Work	You will be expected to work a minimum of 37.5 hours per week, excluding lunch breaks. The role may on occasion include evening and weekend unsociable hours. 25 days annual leave plus bank holidays.
	Location	Blackburn Police Custody Suite and Blackburn Rovers Football Club, Ewood Park, Blackburn, BB2 4JF.
	Responsible To	Head of Community Programmes.
	Responsible For	DIVERT is a Lancashire Constabulary-funded intervention programme to reduce re-offending. It is delivered in the police custody suites and aims to divert young adults aged 18 - 25 years away from crime.
	Contractual Status	Full Time – initially a one-year term with a view to extension, subject to performance.
	2.	Overall purpose of the Job
3.	Duties and Responsibilities	<p>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.</p> <p>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.</p> <p>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.</p> <p>The CIC will have a thorough working knowledge of the community provision and opportunities delivered by Blackburn Rovers Community Trust. Emphasis will be placed on training and employment opportunities delivered by Blackburn Rovers Community Trust.</p> <p>Experience of working in the criminal justice system is desirable but not essential. 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</p>

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	<p>personal security background checks carried out by the MPS in addition to the DBS check carried out by Blackburn Rovers Community Trust.</p> <p>In order to fulfil this role, the CIC will need to be an exceptional listener, who can engage and build a rapport with people. The CIC will often be a friendly face and as the non-judgmental side of the criminal justice system. The CIC will be impartial and open minded in their decision-making processes.</p> <p>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.</p> <p>The CIC will need to exercise patience and resilience, many detainees are often 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.</p> <p>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.</p> <p>The CIC may consider working with drug intervention and mental health specialists to provide a ‘joined up’ working approach to the intervention plan.</p> <p>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.</p> <p>DIVERT 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 always need to have a willingness to learn with a measured and consistent approach.</p> <p>To be responsible for improving your performance by participating in the Professional Development Review (PDR) process with the Divert Manager.</p> <p>To carry out any other duties which are consistent with the nature, responsibilities and grading of the post.</p>
<p>4. General</p>	<p>To at all times represent Blackburn Rovers Football Club, Blackburn Rovers Community Trust and Lancashire Constabulary in a professional manner regarding to dress, presentation, personal hygiene, attitude, conduct and professionalism.</p>

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5. Person Specification		
	Essential	Desirable
Knowledge and Experience	<p>Experience of dealing with members of the public and working in partnership with other departments and agencies.</p> <p>Experience of communicating at all levels with a wide range of audiences.</p> <p>Experience of working effectively and efficiently as part of a team and working with minimal supervision.</p> <p>Experience of working on their own, developing solutions and taking appropriate timely action to resolve them.</p> <p>Experience of dealing with difficult situations or conflict Experience of maintaining strict confidentiality using tact and diplomacy where appropriate.</p> <p>Experience of listening effectively and questioning where necessary in order to fully understand.</p> <p>Experience of writing professional reports.</p>	<p>Knowledge of intelligence gathering procedures.</p> <p>Working within a custody suite.</p> <p>Information sharing knowledge.</p>
Skills	<p>Manages own time and relevant resources efficiently and effectively.</p> <p>Prioritise work and use of resources to meet relevant objectives.</p> <p>Ensures time and resources are used in a way that best meets the client.</p> <p>Communicates effectively and inclusively with clients, senior managers and team members.</p> <p>Ensures clear two-way communication through listening and responding appropriately.</p> <p>Shows initiative, personal resilience and motivation to deliver a quality service.</p> <p>Upholds legislation, regulations and policy, acting with integrity and challenging those who do not.</p>	<p>Computer skills including the ability to operate numerous programmes.</p>

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	<p>Behaves appropriately, taking personal responsibility for own actions and setting a good example for other colleagues.</p> <p>Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so.</p> <p>Deals with challenges and generates solutions.</p> <p>Ensures a high-quality service, balancing the needs of clients.</p>	
<p>Qualifications</p>	<p>A degree level qualification.</p> <p>Completion of mandatory safeguarding training through education or employment.</p>	<p>To hold a valid UK driving licence.</p> <p>Acceptance to complete mandatory training, there may be conditions attached to these training courses. (To be discussed at interview)</p>

Please note:

The person appointed to this post will, from day-to-day, have contact with children and vulnerable adults, many of whom are under eleven years of age, and a number of whom may have moderate learning difficulties and/or disabilities. Therefore, the post holder will require an enhanced Disclosure Barring Service check.

Safeguarding Recruitment:

Blackburn Rovers Community Trust and Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expect all staff to share this commitment. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK. The successful applicant can expect to have their personal information entered on to a Single Central Record and/or the FA's Whole Game system, which will be shared with key football and other sports governing bodies and organisations where applicable.

Equality, Diversity and Inclusion:

As we are a diverse community trust 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 in the football community and to achieve their full potential. BRCT is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

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