

Recruitment pack

THE BIG LiFE GROUP



Mental Wellbeing Trainer – People in Prisons

This job changes lives



About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to-shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

Our values

- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

Working at Big Life

At Big Life, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with how our staff.

Be yourself

We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks - from menopause to neurodiversity, LGBTQI+ and more - create space to connect and support each other.

Benefits that matter

We offer more than a payslip - you'll find wellbeing support through LifeWorks, Simply Health and mindfulness sessions, 25-30 days' annual leave plus your birthday off, flexible working, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more - little extras to make life easier inside and outside of work.

Recognised as outstanding

We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

A culture of trust and flexibility

Our people describe our culture as relaxed and supportive. You'll be trusted to plan your own day, take breaks when you need, and work in a way that fits with your life as well as your role.

If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.



Job Description: Mental Wellbeing Trainer

The basics

Salary

NJC point 22

Hours

35 hours per week on a permanent contract

Annual leave

25 days, increasing to 30 days after five years

Base

Forrest Bank, Styal, Risley or Thorn Cross

Line manager

Learning and Quality Improvement Manager

Closing date for applications

Friday, 1 May. Interviews will take place on Monday, 12 May.

What you'll be doing

You will be responsible for the creation of a range of in-prison training programmes, for people in prison, mental health coaches and wider in-prison workforce development.

You'll support staff and volunteers to provide person-centred care through asset-based approaches, building on the strengths of people and their communities in order to improve health and wellbeing.

As our trainer, you'll build relationships with organisations in a prison setting to support the continual development of asset-based approaches and enabling skills development. You'll deliver courses to staff across a range of North West prisons, enabling staff to keep up to date with best practice, work within current legislation and continue their personal development.

You will also support mental health wellbeing coaches to deliver content as a group session to people in prison.

Main duties

- Develop a range of interactive and engaging training for delivery to people in prison and staff across North West prisons, based on the needs of the prison and the people in it.
- Support mental wellbeing coaches, to improve skills, knowledge, tools and the confidence in delivering the content to wellbeing group sessions to people in prison and to support delivery as required.
- Design and deliver training that meets set targets and deadlines.
- Deliver workforce training to staff from a variety of organisations within prison, including person centred trauma informed and strength-based approaches.
- Review and continually improve training in response to learner feedback.
- Ensure compliance of course material with current legislation, company-wide curriculum, quality standards and processes.
- Contribute to identifying, developing, and implementing plans and training programmes with partner organisation in prison, to deliver training and support to people in prison.
- Keep up to date with key sector reports, evidence, developments and innovation within health and wellbeing, community development and asset-based approaches, with particular reference to training and development.
- Promote and maintain positive working relationships with all stakeholders.
- Analyse and produces regular evaluation reports from training feedback.
- Work with management in the co-production of bespoke training with organisations, individuals, and communities.

Work-related expectations

- Work within Big Life Group's mission, values and ethos.
- Contribute to the ongoing development of Big Life Group's data capability.
- Work in accordance with all Big Life Group policies and procedures.
- Commit to personal development and attend training as required.
- Work in line with all relevant legislation, including data protection requirements.
- Participate in regular supervision and annual appraisal.
- Undertake any other duties appropriate to the role.

Person Specification: Mental Wellbeing Trainer

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at an interview or through taking part in a test.

Experience

- Delivering engaging and interactive training to a range of learners.
- Creating training and continually improving content based on participant feedback.
- Community engagement and asset-based approaches.
- Working with a range of agencies and organisations to develop effective partnerships.
- Delivering train-the-trainer courses.
- Developing collaborative working relationships.
- Collating data for reports and recording.

Skills

- Adapting training style and content to meet the needs of different audiences.
- Researching legislation and best practice to create up-to-date, relevant training content.
- Writing reports and communicating well in English.
- Using IT effectively (Word packages and database software).
- Supporting managers in the delivery of services or projects.

Knowledge

- Asset-based approaches and their impact on health and wellbeing and communities.
- The local area (community groups, services available as well as local demographics).
- The appropriate regulatory frameworks and quality standards and an understanding of how to ensure standards are upheld.

Education

- Train the Trainer certificate

Personal

- Reliable and flexible approach to work.
- Positive, professional and “can-do” attitude.
- Strong attention to detail and accuracy.
- Non-judgemental and inclusive approach aligned with Big Life Group values.
- Commitment to personal development.



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thebiglifegroup.com