

THE BIG LiFE GROUP



3Ps Link Worker

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: 3Ps Link Worker

The basics

Salary

NJC point 17 (£31,022)

Hours

35 hours per week, fixed term until 30 September 2027

Annual leave

25 days, increasing to 30 days after five years

Level of DBS check

Enhanced DBS. Security Vetting – Enhanced Level 1 (HMPPS)

Base

Manchester Magistrates Court and Greater Manchester Localities

Line manager

3Ps Team leader

Closing date for applications

Monday, 18 May. Interviews will take place on Thursday, 28 May.

What you'll be doing

You will support people identified for diversion from custody as part of the 3Ps pilot, working in a newly created wellbeing hub at Manchester Magistrates court with engage with 'Problematic, Persistent and Prolific' (3P) offenders to:

- Break the cycle of offending
- Link 3P offenders in with trusted sources of community-based support
- Reduce demand on courts through improved pro-social behaviour
- Support a Diversion Court approach

Through a triage process, you will identify and prioritise the most urgent unmet needs, recognising these as drivers of offending that can overlap and prevent reintegration into society, including housing, finance, benefit and debt, mental health, addiction and employment.

You will have a strengths-based conversation with people, co-producing an action plan to address immediate needs and make referrals and signposting to address longer-term needs.

Main duties

- Support people identified to be diverted from custody with psycho-social support, rapid access to specialist support and community provision to help desistance from crime
- Ensure people's priorities are identified and supported through GMIRS Wellbeing hubs
- Liaise with stakeholders at Manchester Magistrates court
- Facilitate contact at Manchester Magistrates court and to introduce Peer support services to the individual
- Engage with people on probation to support their wellbeing through an agreed plan
- Work with people using a range of evidence-based tools and techniques for motivating them to engage with support available
- Use feedback in all form to enhance individual and service development
- Escalate concerns to appropriate authorities (such as probation service and local authorities) when increased risk is identified.
- Be familiar with and use pathways to facilitate timely access to appropriate community services to support people's needs.
- Engage with people through understandable and meaningful language and behaviour
- Engage with people in a trauma informed way.

Work-related expectations

- Work within Big Life's mission and values.
- Contribute to Big Life's ongoing development and strategic goals.
- Ensure the safety and wellbeing of service users and staff by adhering to safeguarding, information security, and all Big Life policies.
- Commit to personal development and take part in relevant training and supervision.
- Work in accordance with all relevant legislation and regulatory requirements.
- Maintain a positive, can-do attitude and flexible approach to changing priorities.
- Participate in regular one-to-ones and annual reviews.
- Undertake any other duties as required, appropriate to the post.

Person Specification: 3Ps Link Worker

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

- Experience of working with people facing a range of barriers
- Experience and understanding of professional boundaries when working with vulnerable adults
- Experience of working with a range of service providers and stakeholders
- Experience of developing and improving services and projects
- Experience of effectively working under pressure in a dynamic environment

Skills

- Ability to effectively manage a varied workload
- Ability to effectively work with a range of people from different skills and backgrounds, both internally and externally
- Ability to deescalate difficult situations in a calm manner
- Ability to use IT (Word and relevant software including client management systems)
- Ability to drive and have access to a car for work purposes

Knowledge

- Knowledge of the barriers that service users face when accessing mainstream services
- Knowledge of the Greater Manchester area

Education and training

- Applicants will need to complete an enhanced level 1 security check before any job offer will be confirmed.

Personal

- Positive outlook and a can-do attitude.
- Personal resilience and flexible attitude in the face of challenges.
- Commitment to working within Big Life's mission and values, with a non-judgemental and inclusive approach.
- Commitment to personal development and continuous learning.
- Ability to act with integrity, professionalism, and compassion.



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thebiglifegroup.com