Rock Pool Life C.I.C, in partnership with the OPCC Hampshire, are seeking to recruit 4 Trauma-Informed Practitioners

Rock Pool Life C.I.C is passionate about promoting trauma-informed practice across all front line services and practice.

Rock Pool Life C.I.C Trauma-Informed Practitioner

**Salary:** £ 37,000

**Benefits:** 33 days holiday per annum inc Bank Holidays, pension, NHS Top Up

**Contract type:** Fixed term until March 2025

**Hours:** 37 hours per week

Approximately 40% 7am – 5pm

Approximately 60% 2pm – 11pm

Approximately 20% at weekends

**Location:** Able to work from Portsmouth, Havant or Waterlooville Police Stations based with a Police Team/Department

**Supported by:** The relevant Sargeant and line managed by Rock Pool

**Background:**

Following a successful pilot project of Trauma-Informed Practitioners based with response and patrol officers in the police last year, we are now looking to recruit 4 individuals with knowledge and experience of trauma-informed working to develop this initiative over the next 2 years.

This is an exciting opportunity to be involved in a unique and trail-blazing project, that will offer the potential to demonstrate the effectiveness of a trauma-informed approach for all members of the public in contact with the police and also for the officers themselves.

We are looking for individuals who can commit to being part of a frontline police response team. You will be working alongside officers to support them to respond on the scene with a trauma-informed lens. This will include facilitating reflective practice with officers following particular incidents. You will also support officers to understand and manage their own experiences of trauma and how this may impact on their day-to-day role.

Job Description

Overall Purpose of the Role:

* To provide support, advice and guidance to police teams in developing and implementing a trauma-informed approach to policing
* To sit alongside and accompany working police officers in fulfilling their duties and responsibilities through a trauma lens

Key Accountabilities and Responsibilities:

* To assist line managers/sergeants to recognise and respond to the micro-trauma’s that officers experience
* To assist officers to recognise the impact of all different forms of trauma (including micro-trauma’s)
* Build and capture a good knowledge of local commissioned services and how to refer
* To effectively recognise where additional support may be required and have the ability to access the required support
* Support the development of the trauma-informed strategy and delivery plan to support delivery of the trauma informed concordant
* To accompany officers to incidents, and to make observations of what is witnessed
* Organise and facilitate ongoing reflective practice through one to one sessions and in groups
* To be confident in the formal write up of reflective practice from incidents observed
* Review all relevant materials such as RMS videos, PPN1s and provide feedback
* Develop the skills of officers to complete referrals/PPN1s etc to access appropriate services
* Dip sample and analyse PPN1s and assess whether follow up is required by TIP
* Provide expert advice and consultation on scene where it is relevant to the TIPS specific background
* Provide specific knowledge and bespoke training to officers where a need is identified
* Have the ability to continuously risk assess personal safety at and during any incidents
* Have the ability to evidence application of trauma-informed principles
* Have the ability to raise concerns with senior officers/identify key risks if they arise
* Support and follow up referrals to partner agencies
* Be confident to provide professional challenge where required
* Work anti-social hours/shift work in accordance with police ways of working
* Be at start of police briefings
* Provide regular analysis and recommendations in relation to embedding trauma-informed practice into organisations
* Support the independent evaluation
* Develop strategies to reduce traumatic stress amongst officers
* Assessments of police knowledge on trauma and it impact

Person Specification

Qualifications and Education:

* Proven recent frontline practice in last 3 years e.g therapist, domestic abuse worker, social worker, youth worker, YOT
* Degree level in relevant area or significant relevant professional practice experience
* Training in the impact of trauma/trauma-informed practice

Knowledge and Skills:

* Knowledge of children and young people/youth work
* Understanding of issues relating to Mental health, Substance misuse and/or Domestic Abuse
* Effective and thorough knowledge of Safeguarding Duties and Responsibilities for children and adults
* Demonstrable experience and practice in Trauma and Trauma-informed approaches
* Experience of multi-agency work, and knowledge of public services and systems
* Experience of facilitating group work
* Have an Empathetic, Active listening and Compassionate approach to work
* Be able to work effectively as part of a team
* Ability to form relationships, be patient and develop trust

Personal Qualities:

Essential:

* Able to work in a manner that upholds Rock Pool’s core values and ethos.
* Can-do attitude
* Able to remain calm under pressure

You will be provided with:

* A minimum of monthly virtual line management supervision from Rock Pool Life C.I.C
* Opportunity to attend monthly drop in session for support from an experienced TIP from pilot programme and peers
* Quarterly clinical supervision
* Opportunity to take part in any Rock Pool Life C.I.C training and Team CPD days

For more information contact [claire@rockpool.life](mailto:claire@rockpool.life)

**Closing date for applications: 13th February 2023**

**Application forms to** [**claire@rockpool.life**](mailto:claire@rockpool.life)

**Response to application: 15th February 2023**

**Interviews in Hampshire: 21st February 2023**