



HM Government

Prison Leavers Project: Secondment Opportunities

September 2020

Prison Leavers is a new project to improve the **social inclusion** of people leaving prison.

- We know that people face a wide range of interconnected challenges when they leave prison.
- Many organisations play important roles in delivering services to prison leavers, but these do not always join up effectively – which can result in missed opportunities to halt the cycle of social exclusion and reoffending.
- The Prison Leavers Project recognises that solving such intractable and interconnected challenges requires us to work in new ways. We must bring the whole system together to develop a shared understanding of the problems, and work together to address them.

Several important principles underpin our work:



Co-design

Our service users are at the heart of our plans, and we will co-design solutions together.



Innovate

We are creating the space to rapidly test and explore genuinely new ideas and approaches.



System-led approach

We are taking a collaborative approach, bringing in players from the entire system to address a shared challenge.



Evaluate

We are discovering 'work works' and identifying where this has potential to scale.

A key element of the project involves establishing **cross-system teams** who will seek to improve prison leaver outcomes in four key areas:

Community and relationships

Health and wellbeing

Employability and skills

Day of release

Each team will act as an 'innovation hub', **developing and testing new approaches** to solving the complex challenges facing people leaving prison.

- Our teams will combine experts in policy, operations, user research, service design and delivery.
- Each will develop our understanding of their challenge area, then develop and prototype innovative new solutions.
- The most promising solution(s) will be implemented, tested, iterated and scaled over the course of approximately 18 months.
- Evaluation during and after the project will help teams to understand what works.

To ensure these teams take a genuinely **'whole system'** approach, we want to staff them with talented individuals from across the **public and third sectors.**

- Recognising the crucial role of the third sector in supporting prison leavers, we want charities to play key roles within the project, alongside individuals from across the public sector.
- We are seeking to fill the following roles with candidates at suitable third-sector organisations:
 - Day of release team: Policy Lead (Civil Service Grade 7)
 - Community and relationships team: Policy Lead (Civil Service Grade 7)
 - Health and wellbeing team: Policy Officer (Civil Service SEO/Band B)

Secondments are **fully funded** by Government, and provide an opportunity to **help shape our approach** to the prison leaver challenge, and lead the culture change we need to see.

- We are inviting candidates from interested organisations to apply for secondments lasting approximately two years (November 2020 to October 2022).
- Successful candidates will work on the project four days per week (with a potential reduction after 12 months), returning to their 'home organisation' for the remaining time.
- The roles are funded full-time by Government. 'Home organisations' will be reimbursed for the full salaries of successful candidates.

If you're interested in joining us:

1. Interested organisations should consider the attached job descriptions, and share them with members of staff who might be suitable candidates.
2. Potential candidates should confirm their line manager supports their application, before completing the 'Expression of Interest' form and returning it to prisonleaversproject@justice.gov.uk by 4pm on Friday 9th October.
3. We will arrange short video interviews with a shortlist of candidates w/c 12th October.
4. We aim to contact successful candidates and their home organisation by Monday 19th October, to confirm the offer and discuss arrangements for the secondment.
5. We hope successful candidates will join the project by the end of November, but will discuss start dates with the candidate and their organisation if flexibility may be required.

If you have any questions about our secondments, or to hear more about the Prison Leavers Project, please contact:
prisonleaversproject@justice.gov.uk.