



PIPE: Probation Officer in Approved Premises (Role Description) **Offender Personality Disorder (OPD) Pathway Programme**

(To be read in conjunction with generic Band 4 Probation Officer Job Description)

Post Title:	Approved Premises PIPE Regime Lead – Probation Officer
Primary Role:	<p>As the PIPE Regime Lead to provide specialist support and expertise in the delivery of the PIPE model in an Approved Premises setting as part of the NHS and HMPPS Offender Personality Disorder Strategy. To lead on promoting and developing the regime and culture of the PIPE within the Approved Premises in accordance with the PIPE model and providing an effective interface for the PIPE and the wider system and risk management process.</p> <p>This post reports to the Senior Probation Officer (Approved Premises Manager).</p>

Context:

PIPEs are specifically designed environments where staff members have additional training to develop an increased psychological understanding of their work. This understanding enables staff to further develop a safe and supportive environment which facilitates an offender’s pathway either pre-treatment, through treatment, post-treatment, or on transition into the community. The service is aimed at supporting offenders to progress through the system in a planned and pathway based approach.

PIPEs are designed to have a particular focus on the environment in which they operate; actively recognising the importance and quality of relationships and interactions. They aim to maximise ordinary situations to support development, and to approach these in a psychologically informed way, paying attention to issues relating to Personality Disorder for example.

PIPEs form a significant part of the OPD pathway, and feature in a settings with different levels of security, both in custody and the community. The operating model for PIPEs is adaptable for the environment that it operates in and the purpose it is fulfilling. Whilst they can be considered as a ‘therapeutic environment’ they are not a treatment intervention themselves.

Principal Duties:

To carry out the full Job Description for the core role (Band 4 Probation Officer) in line with the principles of the PIPE approach and to undertake the following duties and tasks in line with the PIPE model requirements. PIPE services will have an increased resource in the front line team to attend to any additional requirements.

Responsibilities:

The post holder will be expected to carry out the following duties:

Management

- This post is **not** the Deputy Manager of the Approved Premises (as per previous arrangements). However, in the absence of the Approved Premises manager, the PO will act as the most senior operational practitioner in relation to decisions that affect PIPE operations and will be expected to work in liaison with the covering divisional SPO who retains authority. The PO will support temporary cover arrangements by contributing to decision making, providing specialist advice, assessing and reporting the impact of decisions in relation to the PIPE mode and working to ensure the principles of the partnership working with the PIPE Health partner are upheld.

Working with High Risk/Priority Sexual and Violent Offenders

- To lead on the (active) development of a regime and timetable that supports NPS and PIPE expectations in relation to purposeful activity and model requirements.
- In conjunction with the Clinical and Operational leads, to oversee and shape the delivery of structured activities described within the PIPE model, to promote development of the offender, supporting pre/post/in-treatment or resettlement needs, e.g. co-facilitating a discussion forum. This would include installing and embedding structured sessions into the Approved Premises regime and supporting and enabling staff to deliver these appropriately.
- To contribute to the development of creative and semi-structured activities within the PIPE service in order to contribute to a healthy psychosocial environment in collaboration with the Clinical Lead. To encourage offenders to participate in these activities.
- To attend MAPPA level 2 cases where required, and MAPPA level 3 as directed by the SPO.
- To attend and contribute to PIPE staff meetings and post-group process supervision sessions as required.
- To oversee Resettlement planning activity for residents

Referrals

- To be the referrals/admissions coordinator for the Approved Premises PIPE, ensuring appropriate links with other elements of the OPD pathway are in place, and PIPE model criteria are applied.
- To collate necessary clinical, risk and pathway information required for referral and admissions decisions for the PIPE.
- To provide specialist advice to the Clinical Lead and Operational Lead SPO in the selection and admission of residents.

Key Worker

- To oversee key working activity delivered by the Band 3 staff in the Approved Premises, supporting cases that are the most complex, and supporting staff to undertake this effectively and to promote structured tools/approaches and concepts, such as the Good Lives Model.
- To manage the allocation of Key Workers to residents, supporting those where cases present significant complexity, co-working where deemed appropriate.
- To provide a co-worker arrangement for Key Working relationships in the absence of Band 3 staff and to support the quality development of key working in the Approved Premises.
- To actively consider the population of the Approved Premises and identify where residents are not considered or not engaged with PIPE functions and processes, and take steps to address this.
- To collate information relating to the offender for the purposes of outstanding treatment needs and sentence planning in collaboration with the Offender Manager where appropriate.
- To encourage the offender group to participate fully in the regime activities provided through the PIPE supporting their personal development.

Environment

- To lead and promote the embedding of Enabling Environments practice into the Approved Premises' operation, including oversight of the portfolio development (where relevant) and collation of EE evidence.
- To model the culture and expectations of behaviour for all staff and residents in the PIPE environment – to promote good relational practice and support staff in their development, competence and confidence of relational working and working with complex needs.
- To contribute to the development of a healthy Approved Premises environment in accordance with principles of a PIPE.
- To oversee the Joining and Leaving processes for residents within the AP, working with the Clinical Lead to ensure PIPE and Enabling Environment principles and approaches are applied.

Research

- Where appropriate to participate in the research and evaluation of the PIPE through completion of research questionnaires, participation in research interviews.
- To encourage and support PIPE residents to participate in research activities.

Organisation

- To provide an interface between the PIPE service and the wider organisation, as well as with external organisations where appropriate.
- To support Offender Managers to develop an understanding of the PIPE approach and to support collaborative working and decision making in relation to the management of PIPE residents between PIPE and OMs.
- To promote communication and relational opportunities between the PIPE and “sending” prison establishments, facilitating contact with prospective residents, through face to face or video/audio meetings where appropriate

Training and Supervision

- To attend local and national training courses relevant to the PIPE.
- To regularly attend group and individual supervision as required with the Clinical Lead and Operational Lead(s).
- To promote a developed and applied understanding of Personality Disorder within the staff group.
- To contribute to the design and delivery of in house training and development of PIPE unit staff as required, maintaining a focus on risk management in the development of a healthy psychosocial environment and delivery of the PIPE operating.

Qualifications, Qualities and Experience

Essential

- Motivated to work in a service focusing on developing and maintaining a psychological understanding of each activity
- Commitment to working for a minimum of 2 years in the PIPE service
- Is a qualified Probation Officer.
- Can demonstrate an awareness of effective Offender Management and Resettlement practices.

Desirable

- Demonstrates an interest in understanding Personality Disorder and its impact on offending
- Group work experience

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