

Hampton
Trust

WOMEN'S SERVICES **PRACTITIONER**

Application pack

WELCOME FROM OUR CEO

Dear Applicant,

Thank you for your interest in the role of Women's Services Practitioner. We are delighted you are considering joining the JUNO team at Hampton Trust. This is a genuinely exciting opportunity to be part of a service that is changing lives.

We are immensely proud of JUNO and the powerful, lasting impact it continues to have for women referred into the service. Named after the Roman goddess who watched over all aspects of women's lives, JUNO is a trauma-informed early intervention designed specifically for women who have entered the criminal justice system and received a conditional caution. At a critical point in their lives, JUNO offers women safety, understanding, and the chance to move forward differently.

Originally piloted in Portsmouth in 2018, JUNO quickly demonstrated its effectiveness in engaging women facing multiple disadvantages and in reducing reoffending. Due to its success, the programme has since expanded and is now delivered across Hampshire and the Isle of Wight.

A key strength of JUNO is its group-based work, where women are supported to share lived experience in a safe, facilitated environment. Time and again, women tell us that the opportunity to connect with others who truly understand their experiences is transformative. The groups provide space for reflection, learning, and mutual encouragement, supported by skilled practitioners who create safety, structure, and trust.

If most of your experience has been one-to-one work, please don't let this put you off applying. Many of our practitioners started in exactly the same position. Group facilitation is a skill that can be learned, and at Hampton Trust you will receive comprehensive training, shadowing, and ongoing support from experienced colleagues. We invest in our staff so you can feel confident, capable, and well-supported.



Group work is often described by our practitioners as one of the most rewarding parts of the role. You will see women grow in confidence, support one another, and recognise their own strengths while you apply your existing skills in a new, dynamic, and deeply impactful way. Here's what some of our amazing participants have said about JUNO:

"JUNO was so relatable and non-judgemental. I felt totally safe and heard in the sessions."

"I would have liked to have more JUNO sessions; it has been a great experience to share and talk to other women."

"The story boards help us build an understanding as to why our situations have gotten out of hand in the first place."

We warmly encourage you to apply, even if group work feels new or daunting. With the right support, this role offers a unique opportunity to grow professionally while making a meaningful difference to women's lives.

Good luck with your application.

Kind regards,

Chantal Hughes, CEO



ABOUT HAMPTON TRUST

At Hampton Trust, our vision is for everyone to live free from violence and abuse.

We are a leading provider of bold and innovative interventions, training, and education that help break the cycle of abuse.

Adopting a trauma-informed approach in everything we do, we create safe spaces for victims and hold perpetrators to account to foster understanding, drive behaviour change, and help rebuild lives. Our rehabilitative interventions are both community based as well as embedded within the criminal justice system.

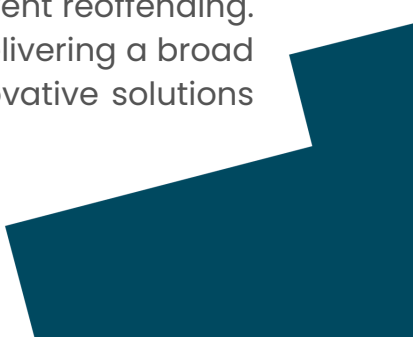
Our primary objective is to prevent harmful behaviours from becoming entrenched and being passed down through generations by addressing the root cause of criminality. However, we know that we can't do this alone. Renowned for our track record in evidence-based and effective interventions and training, we work strategically with a range of local and national partners and policy makers to drive long-lasting transformative change within the system.

Our story

Hampton Trust was founded in 1996 and is named after Gene Hampton, who had been a well-respected Hampshire Magistrate, Chair of the Probation Committee and serving member of the National Parole Board.

At the time, a review undertaken by the Hampshire Association for the Care and Resettlement of Offenders and the Hampshire Care Trust had highlighted large areas of unmet need for the support of domestic abuse offenders and young people at risk. With setup funding provided by the Hampshire Probation Service, Hampshire and Isle of Wight Constabulary and Hampshire Social Services, Hampton Trust was established to bridge this gap.

Our key aims were to prevent young people entering the criminal justice system as well as to provide rehabilitative programmes to prevent reoffending. More than 25 years later, we remain true to these objectives, delivering a broad range of award-winning services with the aim to provide innovative solutions to rebuild lives and create safer communities.



OUR VALUES

Safety and trust

We are committed to ensuring safety is upheld in and outside the organisation. We are committed to building trusting relationships to create change and build safer communities.

Engagement and choice

We are committed to removing barriers to engagement and learning from each client interaction. We are committed to enabling individuals to make different choices by providing support and guidance to access pathways towards recovery and change.

Collaboration and innovation

We are committed to learning from collaboration with those in our service, staff, and partners to develop and share best practice. We are committed to creating an innovative workforce and providing services that are infused by a passion for learning and improvement.

Influence and inform

We are committed to working with individuals and with partners, networks and organisations who we can both learn from and influence. We are committed to developing an evidence base and being part of the conversation to influence and inform sustainable whole system change.

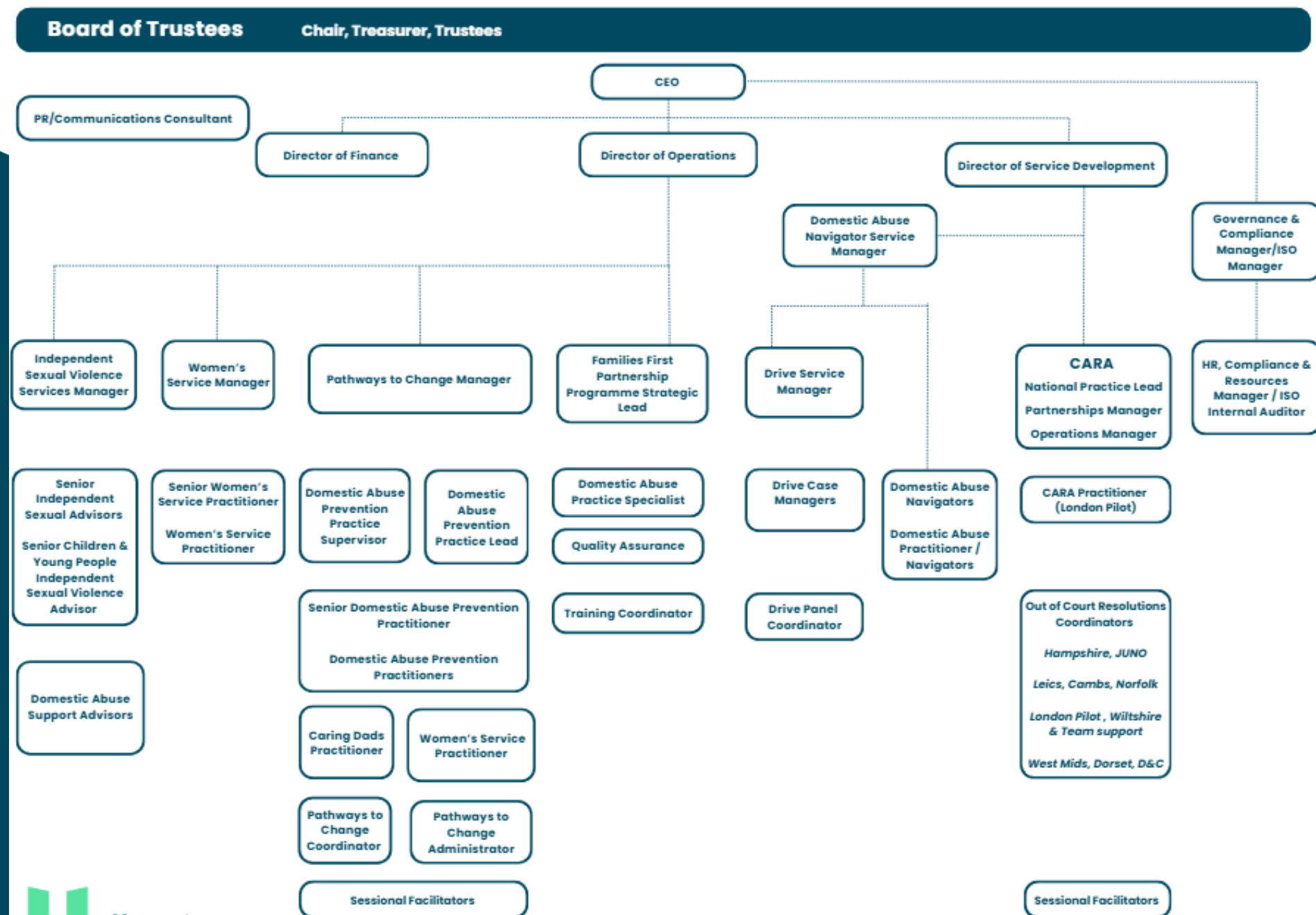
Inclusion and diversity

We are an equal opportunities employer and are proud to employ a workforce that reflects the diverse communities we serve. We aim to encourage a culture where people can be themselves and be valued for their strengths. We seek to attract and employ the best people from the widest talent pool, reflecting the diverse range of people we support.

Quality assurance

We are committed to robust quality standards across the organisation, upheld by external inspection.

ORGANISATION STRUCTURE



JOB DESCRIPTION

Job title:	Women's Services Practitioner
Working hours:	Full Time – 37.5 Hours
Salary:	Band 6 £26,736 – £30,079 pro-rata per annum
Location:	Ashurst, Southampton with weekly delivery across Hampshire & Southampton with occasional delivery on IOW
Contract:	Permanent

Important Information about this role

Due to the nature of this role and the needs of the women we support, this position is open to women only under the Equality Act 2010 (Schedule 9, Occupational Requirements).

The successful candidate must also hold a full, valid UK driving licence and have access to their own vehicle, as regular travel is required as part of the role.

Job purpose

The purpose of this role is to engage and support women who have received a conditional caution and been referred to the Hampton Trust JUNO intervention. As the Women's Services Practitioner, you will make initial contact with each referral to conduct a needs/risk assessment based on the nine pathways to prevent reoffending. During this process, you will identify risks and barriers prohibiting group work and review alternative options such as virtual and telephone sessions.

The Women's Services Practitioner provides client-led, trauma-informed support to women accessing JUNO. This includes advocacy and guidance in accessing specialist services such as health, substance misuse, counselling, domestic and sexual abuse support, and housing. As a Hampshire-wide post, you will be required to co-facilitate group-based workshops. This integrated approach not only addresses the immediate needs of the women but also aims to break the cycle of offending by providing a supportive and transformative experience.

Duties and key responsibilities

1. Needs and risk assessment

- Make telephone contact with women upon receipt of a JUNO police referral to conduct a needs/risk assessment
- Capture information on physical/mental health, domestic abuse, and substance/alcohol use to establish suitability for group work
- Identify risks and barriers prohibiting women from participating in group work and review alternative options such as virtual group and individual telephone contact

2. Group work preparation and delivery

- Prepare women to participate in group work using trauma-informed principles and motivational interviewing techniques
- Deliver the JUNO intervention using alternative platforms such as telephone and virtual sessions when group work is inappropriate
- Co-facilitate delivery of JUNO group-based workshops across Hampshire, including Portsmouth, Southampton, and Isle of Wight

3. Ongoing support and guidance

- Assist women in identifying their own needs and support them to progress using a strength-based and trauma-informed approach to reduce the likelihood of further offending
- Offer guidance and support to assist women in accessing specialist services throughout the delivery
- Provide client-led telephone/virtual individual support during the time women are engaged with the JUNO intervention

4. Risk management and safeguarding

- Use evidence-based risk assessment tools such as DASH to identify levels of risk associated with domestic abuse
- Ensure safeguarding processes are implemented and risks managed in the event of risks to the women and other family members
- Provide on-the-spot assistance to women in high-risk situations, ensuring their safety and well-being
- Facilitate emergency interventions, such as legal protections and emergency housing referrals

5. Collaboration and communication

- Support colleagues in responding to female clients who access Hampton Trust services via other referral pathways
- Provide accurate and timely feedback to women accessing JUNO, colleagues, and relevant agencies such as police.
- Contribute to internal and external communications on the services and its impact.

6. Monitoring and evaluation

- Ensure pre and post assessments are used to measure distance travelled and the impact of the work
 - Contribute to reports on the services outlining the aims, activities, outputs, outcomes, and impact
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- Ensure all client files and documentation are kept in accordance with agreed administrative systems adhering to GDPR & safeguarding policies and procedures
- Ensure all monitoring and evaluation data is accurately captured and logged on the electronic case management systems
- Populate Excel workbooks with output/outcome data on the services
- Create case studies to demonstrate the impact of the services

7. Resource development and presentation

- Contribute to the design and creation of specialist women's services information packs
- Contribute to the creation and delivery of presentations on the services locally and nationally

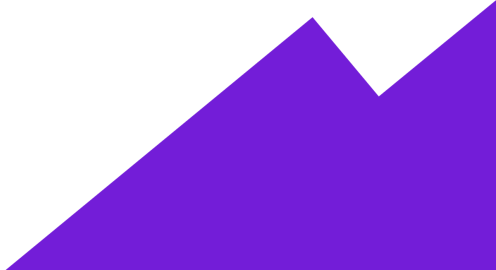
8. Contribute to the effective development of Hampton Trust services

- To assist in representing the organisation at local and national strategic meetings
- Assist in the promotion and enhancement of the Hampton Trust's work through networking and delivering presentations
- Help to develop colleague's knowledge and understanding of the needs of women involved in the criminal justice system

9. Identify and promote needs

- Remain up to date with the existing Female Offender Strategy and attend various local, national training/conferences, roundtable events, government and third sector led events to ensure knowledge remains current
- To undertake training to maintain up to date knowledge of current developments in female offending and enable continuing professional development
- To maintain an understanding of trauma informed practice both locally and nationally

10. General duties

- Ensure that appropriate records are kept and maintained and that liaison with relevant agencies takes place and confidentiality is maintained within the confines of the Children Act 2004 (Children's Services) Regulations 2005
 - Work collaboratively with partners to enhance support offered to services users
 - Participate constructively in supervision/appraisal sessions and undertake appropriate professional development & practice self-reflective practice
 - Attend/contribute to team meetings/promote equality/anti-oppressive practice
 - Undertake any other duties consistent with smooth running of programmes as required
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Core Responsibilities

Health & safety

- Provide visible and proactive safety leadership in alignment with Hampton Trust's Health & Safety policies and safeguarding procedures.
- Actively participate in safety training and contribute to risk assessments.
- Use work equipment, personal protective equipment (PPE), substances, and safety devices appropriately and responsibly.

Equality & diversity

- Champion Hampton Trust's commitment to equality, diversity, and inclusion by fostering an open and inclusive culture for staff, partner agencies, and clients.
- Treat all individuals with respect, valuing their unique contributions and encouraging personal and professional growth.
- Demonstrate cultural awareness and sensitivity to diverse perspectives.
- Maintain a proactive and dedicated approach to promoting equality and diversity in all aspects of work

Information governance

- Comply with Hampton Trust's GDPR policies and procedures, ensuring the secure handling of financial and personal data within your control.
- Maintain strict confidentiality regarding all personal, sensitive, or private information related to clients, staff, and partner organisations.

Impact and participation

- Actively support the mission, values, and ethos of Hampton Trust, working collaboratively across teams and contributing to shared goals.
- Ensure all work processes comply with ISO 9001:2015 quality management system requirements.
- Engage fully as a member of the Domestic Abuse Services Team, communicating effectively and planning tailored approaches to support individual needs and promote positive change.
- Stay informed about developments within Hampton Trust and use your expertise to raise awareness of relevant issues with the CEO and Management Team.

Other

- Undertake additional duties as required, in line with the overall scope and responsibilities of the role, demonstrating flexibility and a commitment to organisational needs.
- Full & clean UK Driver's Licence, with access to vehicle and willingness to travel as required

Person Specification

Skills	Essential/ Desirable
Excellent written and verbal communication skills Computer Literate	E
Ability to motivate and engage service users	E
Strong organisational skills and an ability to prioritise workload and meet deadlines	E
Ability to reflect upon your own practise	D
Ability to be responsive to individual needs whilst adhering to standards and maintaining integrity	D
Ability to be flexible and adaptable in working with service users	D
Ability to work individually and as a team member	D
Ability to confer knowledge to other professionals	D
Ability to produce professional and evidence-based reports.	D
Knowledge	Essential/ Desirable
Understanding of unique vulnerabilities associated with female offending	E
Awareness of nine pathways to prevent reoffending when engaging female offenders	E
Understanding of issues/dynamics involved in facilitating group work programmes	E
Awareness of Cognitive Behavioural approaches & principles	E
Understanding of cultural diversity & non-discriminatory practice	E
Awareness of safe Working Practices in relation to Domestic Abuse	E
Understanding of Trauma Informed Principles when delivering services	D
Working knowledge of mental health and substance misuse issues	D
Knowledge of other domestic abuse services and organisations	D
Experience	Essential/ Desirable
Experience of working with vulnerable women in/outside of criminal justice system	E
Experience in assessing risk	E
Maintaining electronic/ written records	E
Experience of delivering group work/ individual interventions to women	E
Experience in using motivational interviewing techniques	D
Experience in using Cognitive behavioural approaches	D
Working as a volunteer or with volunteers	D
Experience in working with vulnerable adults	D
Experience in multi-agency working	D
Experience in working within adult and child safeguarding	D
Reflective, open to feedback, and committed to continuous improvement	D
Reliable, flexible, and able to manage competing demands	D
Full Clean Drivers License and access to own car	D

Personal Attributes	Essential/ Desirable
Empathetic, calm, and emotionally intelligent	E
Professionally boundaried and reliable	E
Non-judgemental and values-led	E
Confident working independently and as part of a team	E
Able to receive and respond positively to constructive feedback, using reflection and supervision to continually develop practice	D
Personal Attributes & Other Requirements	Essential/ Desirable
Flexible Working	E
Drivers licence and own car	E
Education / Training / Qualifications	Essential/ Desirable
Good standard of educational training	E
Relevant degree or professional qualification- eg degree in social science, Diploma in Social Work or similar training	E

This job description does not form part of your contract of employment and can be amended from time to time as the needs of the organisation require.

BENEFITS OF WORKING WITH US

Equal Opportunities

We celebrate diversity and are committed to creating an inclusive environment for all employees. Our company believes that diversity of experience, perspectives, and backgrounds will lead to a better environment for our employees and a better product for our users and the communities we serve.

We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status or disability status. We stand against any form of workplace harassment based on race, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability.

Our commitment to diversity and inclusion is unwavering, and we continue to build a company that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be.

Development and Remuneration

We are committed to the development of our staff and there are plenty of opportunities for growth at Hampton Trust, our roles range from a Band 7 (entry level) to Band 1 (Chief Executive) and we offer continuous training to support you in your development.

Other Benefits

- Contribution pension scheme – NEST with 3% company contribution.
- Free onsite parking at HT office
- 25 days annual leave – increasing to 30 days after 3 years and an additional 2 days after 5 years
- 8 Days Bank Holiday
- 3 additional days leave between Christmas and New Year
- Additional leave for your birthday
- £150 tax free birthday wellness gift
- Ongoing training and development
- Free flu jabs
- Access to free clinical supervision sessions

NEXT STEPS

If you feel you are the right candidate for this role we would **love** to hear from you.

Application Process

To apply, please click 'Apply Now' at the bottom of the job advert on our website and complete the online application form.

Please note that we do not accept CVs or cover letters as part of the application process.

Hampton Trust is committed to safeguarding and promoting the welfare of vulnerable adults, and expect all staff to share this commitment.

The successful applicant will be required to undertake appropriate safeguarding checks which includes an enhanced DBS check as well as providing proof of right to work in the UK.



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