**HM Inspectorate of Prisons**

**Associate Inspector Job Description**

**We are currently looking to increase our pool of fee-paid sessional Healthcare Inspectors (Associate Inspectors).**

Successive Chief Inspectors have summarised the Inspectorate’s purpose as follows:

*‘We ensure independent inspection of places of detention, report on conditions and treatment and promote positive outcomes for those detained and the public.’*

This statement of purpose derives from HM Chief Inspector of Prisons' legislative powers and duties and the UK’s obligations arising from its status as a party to the Optional Protocol to the United Nations Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT).

HM Chief Inspector of Prisons' responsibilities are set out in sections 5A and 43 of the Prison Act 1952 (as amended). They are to inspect (or arrange for the inspection of) and report to the Secretary of State on:

* prisons, young offender institutions (YOIs), and secure training centres (STCs) in England and Wales;
* court custody facilities in England and Wales and escorts to and from these facilities; and
* immigration removal centres (IRCs), short-term holding facilities, pre-departure accommodation and escort arrangements throughout the UK.

In particular, the Chief Inspector shall report to the Secretary of State on the treatment of detainees and the conditions in establishments.

The Chief Inspector may also carry out inspections of other facilities by invitation, including inspections of military detention facilities including the Military Corrective Training Centre and Service Custody Facilities in the UK, prisons in Northern Ireland (on behalf of Criminal Justice Inspection Northern Ireland (CJINI), prisons on the Isle of Man and Channel Islands and some other overseas prisons in jurisdictions with links to the UK.

HM Inspectorate of Prisons coordinates and forms part of the National Preventive Mechanism (NPM), by which the UK delivers its obligations as an OPCAT signatory to ensure the regular, independent inspection of all places of custody to prevent the ill-treatment of detainees. At a national level, OPCAT requires States Parties to:

*‘… set up, designate or maintain at the domestic level one or several visiting bodies for the prevention of torture, inhuman or degrading treatment or punishment... These visits shall be undertaken with a view to strengthening, if necessary, the protection of these persons against torture and other cruel, inhuman or degrading treatment or punishment.’*

In addition, OPCAT creates an obligation for NPMs to use the experience from their inspections to prevent ill-treatment by, for example, commenting on policy and legislative proposals.

**HM Inspectorate of Prisons’ Values**

The established values of the Inspectorate are:

* Independence, impartiality and integrity are the foundations of our work.
* The experience of the detainee is at the heart of our inspections.
* Respect for human rights underpins our Expectations.
* We embrace diversity and are committed to pursuing equality of outcomes for all.
* We believe in the capacity of both individuals and organisations to change and improve, and that we have a part to play in initiating and encouraging change.

**HM Inspectorate of Prisons’ Equality and Diversity Statement**

We are committed to creating and maintaining a working environment that is positive about and supportive of all equality and diversity issues. We believe that difference and diversity within our workforce strengthens the work we do and the influence we have.

We are committed to becoming an employer of choice by creating an inclusive and supportive working environment where people are treated with dignity and respect and where discrimination and/or exclusion are not tolerated. Our goal is to ensure these commitments, reinforced by our values, are embedded in our day-to-day working practices.

Our long-term vision is to:

* Report on the treatment and conditions of those with protected characteristics in custody.
* Have a workforce with the necessary expertise and sufficient diversity to reflect the community in which it operates.
* Develop a more flexible and supportive working environment which always seeks to include difference.
* Continue to build a confident and competent workforce who feel valued and heard.
* Deliver learning and development opportunities to our staff so they are equipped to understand, inspect and make valid and relevant findings relating to equality and diversity.

We expect commitment and involvement from all our staff and partners in working towards the achievement of our vision and to that end we have developed an equality and diversity action plan.

**Strategy**

The Inspectorate’s latest Business Plan sets out five strategic themes:

* **An independent inspectorate**

We will fulfil our statutory duty. Our primary task to report accurately, impartially and publicly concerning the treatment and conditions for detainees will continue. Our values-based approach, our independent Expectations and our methodology will support us in ensuring human rights standards are maintained and outcomes for detainees improve across the different custodial settings we inspect.

* **An influential inspectorate**

We will inspect and report in an open way, challenging constructively those responsible for the institutions we inspect. We will ensure that evidence from our inspections informs policy and practice and contributes to improving outcomes for those held in custody. Our communications strategy will ensure that findings from our inspections are made accessible to a wide range of stakeholders, including the public.

* **An accountable inspectorate**

We will manage our resources efficiently and undertake our work in a professional manner. We will account for our performance and continue to demonstrate value for money.

* **A capable inspectorate**

We will be a multidisciplinary, values-based organisation committed to equipping our staff with the skills they need to fulfil our purpose. We will strive to increase the diversity of our workforce. We will use our resources efficiently to maximise the quality of our inspections and improve treatment and conditions for detainees.

* **A collaborative inspectorate**

We will meet our statutory obligation to work collaboratively with our criminal justice partners, as well as other key stakeholder partners, to better promote conditions for detainees. As the coordinating body for the National Preventive Mechanism (NPM), we will work with the NPM membership to increase OPCAT compliance and coordinate joint working.

In order to be considered you will need to have:

**Essential Knowledge, Experience and Skills**

* **a registered health care qualification**
* **knowledge/experience of clinical practice/managing within criminal justice health and social care settings and/or**
* **experience of using clinical governance systems within criminal justice health and social care services or health care provider services**
* **senior level experience within the health services or criminal justice health services**
* **experience of developing or influencing policy, in relation to health and social care in the criminal justice system.**
* **a valid driving licence and the ability to travel extensively across the country, and potentially overseas, spending up to a week away at one time.**

**Desirable Criteria**

* Experience of scrutinising/monitoring custodial environments
* Experience of working with people at senior levels
* Experience of developing or influencing policy
* An interest in working across the range of custodial environments but mainly in prisons
* Experience that demonstrates support for and understanding of the Inspectorate’s work and values
* Experience that demonstrates excellent verbal and written communication skills, including the ability to write high-quality evidence-based reports at pace
* Sound interpersonal, communication and relationship building skills
* The ability to thrive working as part of the inspection team, but also able to spend long periods inspecting and working alone

You will be working in difficult and challenging environments. The best candidates will offer a combination of the following skills:

* Think in an objective and analytical manner with the ability to analyse a range of oral, written and statistical evidence
* Make accurate judgements under pressure and support your findings with evidence
* Be committed to continuous improvement, in an environment where performance matters
* Adhere to HMIP’s code of conduct and core values at all times
* Be flexible, adaptive and creative in solving problems and dealing with change
* Be resilient in the field and meet tight deadlines
* Deliver difficult messages in a constructive manner
* Be able to manage confidently potentially difficult and challenging situations
* Be able to engage constructively with prisoners
* Be extremely flexible and supportive to colleagues
* Work closely with colleagues, custodial staff and detainees throughout inspections
* Experience of one or more of the following: criminal justice work, custodial, education, social care, healthcare, probation or resettlement settings including the delivery of services to women
* Understanding of policy, debates associated with detention and custodial environments
* A background in inspection or investigation

The duties will include:

* Inspect the conditions and treatment of prisoners and detainees, in different custodial settings using HMIP’s own independent Expectations inspection criteria.
* Interact with detainees and staff throughout inspections, seeking their views.
* At speed, interpret complex information and draw accurate and objective conclusions from a range of evidence sources.
* Draft key findings in a clear, defensible and evidence-based way.
* Discuss, evaluate and debate findings with the team leader and other team members.
* Support colleagues throughout the inspection weeks and constructively contribute to on-site discussions and judgements.
* Write up your evidence-based findings clearly and concisely the week after an inspection, to tight timescales and wordcounts (and using information technology).
* Other inspection duties as directed by the HM Chief Inspector of Prisons.

To apply for the role, please submit a CV (maximum of 2 sides of A4) and a covering statement, setting out your interest in the role and how you meet the requirements for the position (maximum of 2 sides of A4).

Please send the documents to: [HMIPrisons.Enquiries@hmiprisons.gov.uk](mailto:HMIPrisons.Enquiries@hmiprisons.gov.uk) (with **Healthcare Associate Recruitment** in the subject line of the email).

Applications need to be received by 23:59 on 29th August.