



Registered Charity: 1100976

**Job Title:
Prison Link Worker**

**Closing Date:
Monday 21st September**



Who We Are

Lancashire Women are a leading charity with the core vision of creating a Lancashire where all women are valued and treated as equals.

With over four decades of experience, Lancashire Women work from our mainly women centres to provide safe, dedicated space for women across the county. We bring together a number of services under one roof- all designed to support women who at any one time may be dealing with a range of issues including: social isolation and exclusion, homelessness, poverty, mental ill-health, or offending behaviour.

Our services are available to all women, but in particular we work with those who find themselves in situations which can increase their vulnerability or place them at significant risk of harm - and who are often facing multiple and complex needs.

Our delivery draws upon four decades of practical experience in supporting women, and is an approach recognised nationally for its effectiveness and impact.



Our Values

We believe our values need to be translated from the ideals we profess into tangible behaviours which can be operationalised and measured. This way, our teams know and understand how best we can achieve the outcomes and change for the women we work with. Our commitment is to ensure everyone in LW knows and understand the part they have to play and how they can bring our values into their work.

Empower

We work to build on the strengths that all women & girls have, so that they can become more confident; especially in controlling their own life and claiming their rights.

Non-judgemental

We accept each woman exactly as they are and genuinely make no moral judgement about their situation.

Creative

Creative in our approach to supporting women & girls and seeking solutions with them for the challenges.

Collaborative

We know we learn more and can achieve more when we work together.

Honest

We try to be real with all the women & girls we work with so they can have choices about their lives, knowing that they will need courage to make changes that will benefit them and those around them.

About This Role

Job Title: Prison Link Worker Role

Reporting to: Team Lead

Salary: SP25 £27,779.19 per annum

Hours: 37 hours per week

Location: Burnley, Accrington, Blackburn

Contract: March 2028, subject to further funding

Overview

Lancashire Women have been delivering resettlement interventions for women in HMP Styal for the past eight years. Our work is grounded in a holistic, trauma informed, and women centred approach, ensuring that every woman receives the right support at the right time.

We provide a safe, supportive service within the prison, helping women prepare for release and ensuring they have clear pathways into our community Women's Centres across Lancashire. These centres offer wraparound support across Mental Health & Well being, Money Advice, Justice & Safety, and Employment - enabling women to continue their journey with us beyond the prison gates.

This job description is not intended to be exhaustive. The post-holder will be expected to adopt a flexible attitude to the duties which may have to be varied (after discussion with the post holder) subject to the needs of the service, and in keeping with the general profile of the post.

Roles & Responsibilities

This role is key to maintaining and strengthening Lancashire Women's longstanding partnership with HMP Styal and other external organisations. The post holder will:

- Maintain strong working relationships within the prison and with external agencies
- Develop new pathways that support women as they transition from custody into our community services
- Ensure the women we support are fully connected into Lancashire Women's holistic offer upon release

The post holder will deliver a range of practical and emotional interventions to women preparing for release, including those who are remanded or recalled. The aim is to support successful reintegration into the community by identifying and addressing any barriers that may prevent a woman from resettling safely and sustainably.

This role represents the first stage of a woman's journey with Lancashire Women, and plays a vital part in ensuring continuity of care and consistent support. It involves full engagement within the prison, advocating for women, and ensuring they have access to the resources and opportunities they need for positive outcomes.

- **Plan/deliver** individual support and resettlement packages for women, ensure successful delivery of plans through LW support/ partnerships;
- **Work** directly with probation and prison staff, as well as other agencies, to facilitate intensive resettlement planning and meetings. Manage a caseload of female clients who have multiple and complex needs, providing 1-1 support in a prison setting and on release.
- **Support** clients using a trauma-informed approach to sustain reintegration and independence in the community and reduce the likelihood of reoffending.
- **Prepare** and maintain appropriate client records using relevant data capture systems. Manage safeguarding and risk promptly, recording and reporting concerns.
- **Lead** on ensuring a quality service is delivered for Service Users, keep up-to-date with developments and lead on building relationships within the prison, Adult social care, Housing and other support services.
- **Participate** in organisational activities, such as team meetings, development days, and staff training.
- **Ensure** that all policies/procedures are adhered to within Lancashire Women and HMP Styal.

Person Specification

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Qualifications		
1.1	Driving license and vehicle	Essential
1.2	Experience/qualification of working in housing	Essential
Past Duties		
2.1	2 years' working with service users with multiple & complex needs or CJS/mental health/social work related qualification.	Essential
2.2	Supporting women with multiple/complex needs on release from custody including duty to refer requirements, liaising with authorities.	Essential
2.3	Knowledge of partnership/multi agency working to meet the needs of clients and the organisation.	Desirable
2.4	Knowledge in supervising volunteers/mentors	Desirable
Skills & Knowledge		
3.1	Good standard of education and interpersonal skills.	Essential
3.2	Expertise of client assessment, action planning and risk assessment, and recording/sharing information	Essential
3.3	Understanding of/ability to respond to specific needs of women in the criminal justice system, including those with protected characteristics, who've experienced domestic abuse or have worked in the sex industry.	Essential
3.4	Excellent interpersonal skills including the ability to establish, develop and manage effective relationships	Essential
3.5	Knowledge of safeguarding and related processes including indications of risk of serious harm.	Essential
3.6	Good level of IT Competency.	Essential
3.7	Ability to build relationships with partners and statutory agencies that advocate on behalf of women service users.	Essential
3.8	Administrative and organisation skills.	Essential
3.9	Skills in facilitating conversations that emphasise future orientation and self-efficacy	Essential
3.10	Expertise to deliver Services using a Trauma-Informed Approach and trauma-Responsive Approach	Desirable
Personal Attributes		
4.1	Knowledge of benefits system	Desirable
4.2	Ability to work on own initiative	Essential
4.3	Work under pressure to tight deadlines	Essential

Employee benefits include:

- A chance to work in a rewarding, ethical and agile environment where every day you are making a genuine difference to the lives of women and girls across Lancashire.
- Employer Pension Scheme.
- Wellbeing support.
- Access to range of support services such as money advice etc.
- Flexible working/work life balance.
- Access to a healthcare plan.
- Birthday day off every year.
- Childcare vouchers/ salary sacrifice.
- An opportunity to work in an Organisation where you are truly valued and integral to our every day operations.
- Be involved in an organisation which puts service users and co design at the centre of all we do.

What our team think:

- *'I began to volunteer and immediately felt at home. I changed my study plans and applied for the role.'*
- *'I joined as a volunteer which opened the opportunity for a paid role. I wanted to be part of the support LW offers to make the difference in society, and have not looked back. LW offers great flexibility and home work life balance.'*
- *'I had heard about LW so many times and not once was there a negative comment. This prompted me to see what they were about and i must say i am not disappointed.'*
- *'Team work is the core. We are supportive of each other, pro-active and work well together'*

Apply now!

<https://lancashirewomen.org/about-us/careers>

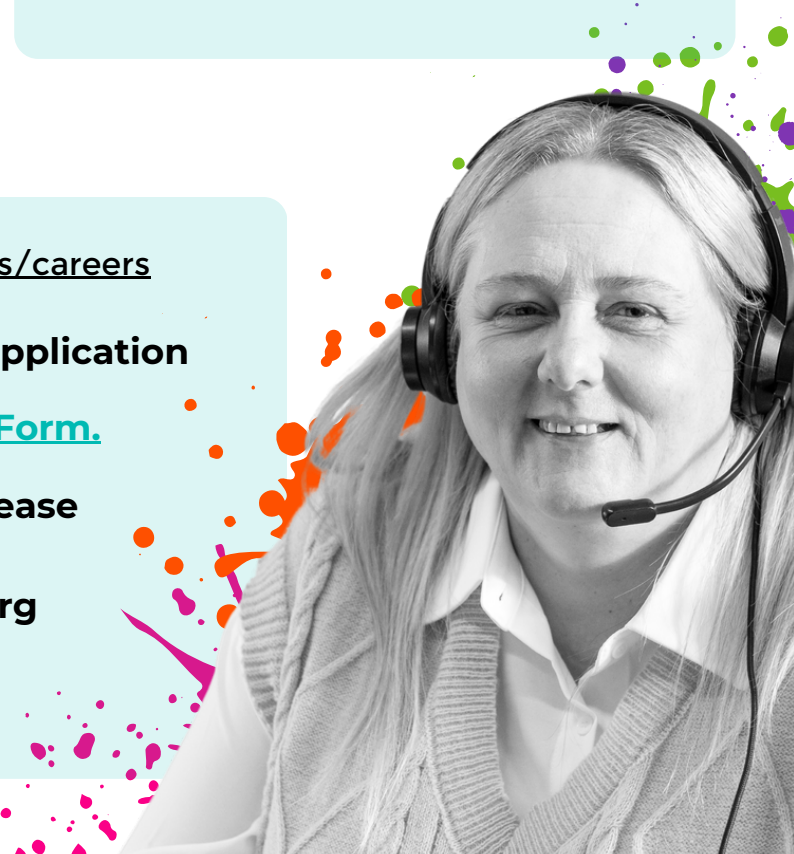
To apply, please complete our application form - [Recruitment – Application Form.](#)

Got a question about this role? Please email us at:

recruitment@lancashirewomen.org

Closing Date: 24/09/2026

Interview Date: 01/10/2026



Help make a difference to the lives of women across Lancashire.