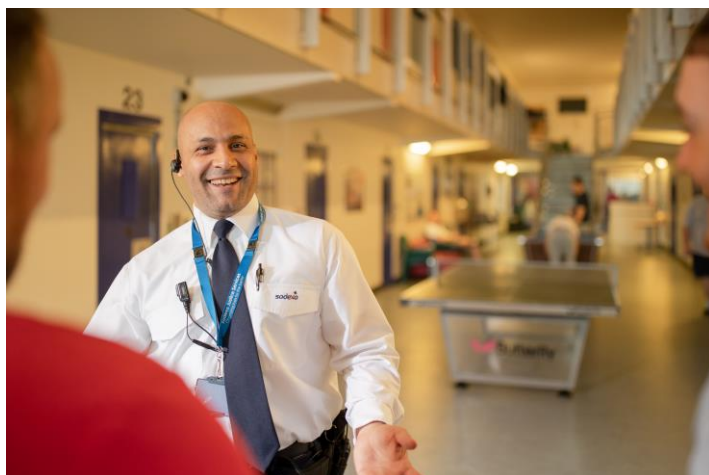


Prison Custody Officer



Working in a prison is fast-paced and varied. As a prison custody officer (PCO) no two days are the same.

You will have the opportunity to grow, develop and meet challenges, while changing lives for the better.

You will be trained for all kinds of situations, from keeping the prison safe to helping offenders learn new skills.

It is challenging, but you'll have the support of a strong team and excellent training.

Essential skills

You don't need specific qualifications to become a prison officer. Personal qualities are much more important.

Ask yourself:

- Are you reliable, true to your word and can you always be depended on to get things done?
- Do you always treat others fairly and with respect?
- Are you quick to notice things, such as changes in people's moods or when something isn't quite right?
- Are you consistent – people know where they stand with you?
- Can you easily connect and talk to all sorts of people from different backgrounds on their level?
- Are you straightforward and 'tell it as it is'?
- Do you help others out including helping people find ways to help themselves?
- Do you keep calm under pressure?

Get ready to apply

To become a prison officer, you will need to:

- be at least 18 years old
- have the right to work in the UK

Interview process

At Sodexo, we use strengths-based recruitment to find out more about you and the kind of person you are. This is an opportunity to come and meet with us so we can tell you more

about what we do and find out more about you. There is nothing to prepare in advance, we would like to get to know you!

Fitness test

For some prisons, you will be required to complete a fitness test prior to attending an interview.

As a PCO there are physical aspects to the role where you may be required to attend incidents quickly and you need to have a certain level of fitness.

You will also undertake Control and Restrain Training as part of the training course which is a physical course.

We test your endurance and agility using a bleep test with a shuttle run between two points.

Shift patterns

The prison operates 24 hours a day, 365 days a year. We offer a range of shift patterns to suit your lifestyle and promote work life balance. You receive your shift patterns in advance so you can plan your life around work.

Benefits

We offer a competitive salary..

We offer some great benefits at Sodexo. We have our discount scheme with access to discounts for cinema tickets, retail and even day to day utilities. At our prisons we offer free car parking whilst on duty and subsidised gym membership.

Find out more in the [Justice benefits booklet](#)

Healthcare cash plan

Provided by BUPA, you can claim money back towards everyday health expenses such as dental, opticians, prescriptions, therapies and consultations.

Training and development opportunities

We will teach you everything you need to know to be safe, secure and effective in your role.

There are many development opportunities within our prisons.

Security questions and vetting

To work within the prison, we must ask you questions about any convictions and County Court Judgements that you may have as we need to obtain clearances from the Ministry of Justice or Disclosure Scotland.

Sodexo is an organisation committed to the rehabilitation of ex-offenders and so we participate in the 'ban the box' campaign and do not routinely ask candidates to declare previous convictions as part of the application process. However, this role is exempt from the Rehabilitation of Offenders Act and due to the nature of the environment it will operate in,

appointments are subject to security vetting checks (including HMPPS and in some cases DBS).

Where previous offences exist, your individual circumstances will be considered, and it does not necessarily mean you won't be considered for the role. A number of factors are taken into account in vetting decisions including the nature and seriousness of the offence, previous offending history, how recently the offences were committed, and the specific job role you applied for. Security vetting and other pre-employment checks will start when we make you a conditional offer of employment.

Merit list

If you are successful in your application but we cannot start you on the training course you have applied for, we will keep your details on file for up to 12 months. When a training course has places, we may contact you to join us then.

We need prison officers from all backgrounds who can build trust and be positive role models.

We offer a range of rewarding and exciting jobs. See <http://sodexojobs.co.uk/> for our current vacancies in Sodexo Justice.