

For women let down by the system.

For women with nowhere else to turn.

For women who've suffered.



JOB DESCRIPTION

Job Title:	Female Caseworker Multiple & Complex Needs (Domestic Abuse) <ul style="list-style-type: none">• Fixed term for 1 year.• Schedule 9, Paragraph 1 of the Equality Act 2010 applies.• This post is exempted from the Rehabilitation of Offenders Act 1974.
Location:	Anawim
Grade:	SCP 26-28
Salary:	£24, 517 - £26,143 per annum
Hours:	37 hours per week
Responsible to:	Service Manager

Background to the project

Anawim is an independent charity originally founded by the Sisters of Our Lady of Charity. The Trustees include representatives from Father Hudson's Care and Our Lady of Charity who work with them in partnership to develop the work, their joint vision and ethos continue to inspire the project. Anawim seeks to support women who are vulnerable due to poverty, homelessness, abuse, rape, addictions, and may be drawn into prostitution and/or offending as a consequence. It recognises prostitution as exploitation of women. All staff, whether working in a paid or voluntary capacity, are expected to respect and work to the core values of respecting others, valuing all, and belief in the possibility of a life lived to the full.

Aim of the post:

To provide specialist interventions for a minimum of 30 women per year who have high levels of vulnerability and who are deemed to have multiple or complex needs including trauma due to violence and abuse. These women often require multi-agency working, they may also have committed offences, are often at risk of hospital or mental health admission, present at A&E, custody suite or prison. They may require immediate support at a police station. The post-holder will utilise support from volunteers and students, to build a team they will manage, support and carry out group supervision with.

Outcomes /targets

- Support women on your caseload to develop coping skills and strategies to recognize and avoid unhealthy, risky relationships
- Women will gain improved confidence, resilience and self- efficacy
- Women will gain the ability to recognise, build and maintain appropriate social interactions

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- Support women at risk to access to refuges and advice on safe rooms
- Support caseload to manage finances to create financial independence
- Support caseload with managing a tenancy in order to reduce eviction and homelessness
- Those at risk from perpetrators will be supported to obtain restraining orders/non-molestation orders/injunctions and engage with other specialist services
- 80% of your caseload will engage in the timetable of courses at the centre to gain skills to assist employment opportunities
- 50% will access psychological courses along with counseling
- 85% will have higher self-esteem and confidence and will be more positive and equipped to choose intimate partners and lifestyles which are healthy, positive and uplifting
- Offending will cease or reduce
- Other outcomes will be becoming drug free, seeing children returned, employment or college places obtained and other specified outcomes.
- Deliver domestic abuse training to staff, students and volunteers
- Deliver Freedom Programme

Key Tasks:

1. Work with the existing team in the 'one stop shop' women's centre to provide support to the women who attend who have multiple and complex needs.
2. Build a team of support workers, students, volunteers and other professionals to complete the work required.
3. Build up a caseload such that a minimum of 30 clients (per year) achieve positive outcomes, the women will come through various referral routes, to whom you would offer one to one support and help to involve in all the activities and courses on offer at the centre.
4. Liaise with referrer for required information including risk and conduct in-depth needs assessment using relevant assessment tools which may include Women's Risk Needs Assessment Research (WRNA).
5. Identify the individual needs of women by undertaking an initial assessment and using the Outcome Star tool (and potentially WRNA). Developing an individual support plan and engagement contract, holding monthly reviews with women to monitor progress and referring anyone requiring specialist help to the appropriate agency e.g. housing, courts, solicitors, benefit agencies, drug projects, social services etc.
6. You will be required to attend court, supporting women every step of the way through the court process to bring prosecutions to their perpetrators. You will also attend Multi-Agency Risk Assessment Conferences (MARAC), safeguarding case conferences, sexual assault referral centres. You will also be required to safety plan, write reports and accompany and advocate at appointments.

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7. You will need to have proven experience of supporting women who are being abused, but may also be using illicit drugs and/or who exhibit offending behaviour and have multi-agency involvement in their lives such as child protection & adult safeguarding services.
8. You will be expected to encourage the involvement of your clients in group therapeutic programmes and may be required to co-facilitate these groups with psychologists.
9. You will deliver a weekly domestic abuse group programme such as the Freedom Programme.
10. You will work with staff and volunteers to develop crisis plans and distraction packs to support clients.
11. You will hold one to one sessions with clients that incorporate coping strategies, teaching them skills that will allow them to cope with emotional crises that may result from interventions to help them gain or maintain stability.
12. Research domestic abuse, keeping up to date on relevant legislation and build up external contacts, knowledge and resources through attending forums, events and conferences related to domestic abuse. Disseminate your domestic abuse knowledge and resources internally and deliver regular training to all staff.
13. Maintain accurate case files, on both paper and electronically using the Civi CRM database. Record outcomes, monitor referrals, interventions and prepare reports for Anawim's management board, funders and supporting universities as required.
14. Be a domestic abuse lead and offer advice and support to the other caseworkers on domestic abuse and related issues.
15. Demonstrate an awareness of the principles of equal opportunities and be committed to their implementation.
16. Follow Anawim's policies and procedures and comply with all relevant legislation.
17. Participate in meetings and training as appropriate to the work and be committed to on-going professional development.
18. Actively participate with the Service Manager in supervision and appraisal processes.
19. Undertake additional duties within the overall running of Anawim as may be identified in consultation with the Service Manager and team.
20. Work as a member of the existing team according to the values and vision of the project. Our values are.

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PERSON SPECIFICATION

Job Title: Female Caseworker Multiple & Complex Needs (Domestic Abuse)

Factor	Essential	Desirable	Method of Assessment
Qualification, Knowledge and Experience	<p>Recognised IDVA qualification</p> <p>Experience of working with vulnerable women with a range of complex issues including trauma and domestic violence</p> <p>Experience of holding a caseload & undertaking regular 1-1 interventions & reviews.</p> <p>Experience of delivering Domestic Abuse training to staff, clients and outside organisations</p> <p>Experience of leading and supervising a team</p> <p>Experience of working with, supporting and training students and volunteers</p> <p>Experience of MARAC</p> <p>Excellent understanding and knowledge of court ordered Domestic Abuse Interventions</p> <p>Knowledge of benefits, housing & employment</p> <p>Good understanding of domestic abuse, self-harm and suicide</p> <p>Understanding of safeguarding policies & procedures</p> <p>Knowledge of the criminal justice system</p> <p>Working knowledge of issues surrounding drug and alcohol misuse, offending and prostitution</p>	<p>Psychology or related degree</p> <p>Knowledge of law, immigration and asylum</p> <p>Experience of the prison system.</p> <p>PTLS or equivalent teaching certificate</p>	<p>A, I, R, D</p>
Skills and abilities	<p>Excellent interpersonal, assertive outreach, communication, assessment and listening skills</p> <p>Ability to proactively engage with women who are sometimes difficult to draw in, demonstrating excellent engagement skills</p> <p>Ability to maintain a high standard of case file recording in line with current procedures using electronic database</p>	<p>Language skills</p> <p>Knowledge of aversion therapies and using crisis plans</p>	<p>A, I, R</p>

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	<p>Understanding of diversity and anti-oppressive practice, other cultures and religions</p> <p>Ability to relate and come alongside those with lived experience of multiple vulnerabilities.</p> <p>Willingness to be available out of hours when necessary for crisis situations while maintaining healthy boundaries.</p> <p>Ability to network with other agencies and professionals i.e. Police, Probation, promoting the Anawim service, speaking and presenting at team meetings and conferences when necessary</p> <p>Able to work as a member of the team and share information internally and with outside agencies</p> <p>Understanding of the need for confidentiality and its limitations, & data protection</p> <p>Hold excellent professional boundaries enabling an ability to cope with stressful and emotional work</p> <p>Ability to work with women in one to one meetings to increase her motivation to change and develop, recognising her needs</p> <p>Ability to produce reports presentations and displays as required</p> <p>Good IT skills, ability to use email, electronic calendars, databases & find information on the internet</p> <p>Ability to plan and prioritise work</p>		
Other	<p>Calm, friendly and approachable disposition</p> <p>Flexibility and a willingness to work evenings and weekends as needed.</p> <p>Full driving licence with business insurance and use of own vehicle</p> <p>Enhanced Disclosure from the Disclosure & Barring Service.</p>		A, D, I, R
Commitment	<p>To respect the core values and beliefs of the Project and its Founding partners.</p>		I

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Method of Assessment: A = Application Form D = Documentation I = Interview
T = Test/Exercise P = Presentation R = Reference