

For women let down by the system.

For women with nowhere else to turn.

For women who've suffered.



Job Description

- *Section S7(2) (Schedule 9, Paragraph 1 of the Equality Act 2010 applies.*
- *This post is exempted from Rehabilitation of Offenders Act 1974*
- *Fixed term for two years initially*

Job Title:	Early Intervention (New Chance) Caseworker
Location:	Anawim, 228 Mary Street, Balsall Heath, Birmingham, B12 9RJ
Grade:	Anawim Scale Point (ASP) 25-27
Salary:	£24,953 - £26,607 per annum
Hours:	37 hours per week
Responsible to:	Early Interventions Manager

Background to the project

Anawim was originally founded by the Sisters of Our Lady of Charity. 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.

Background to this post

Applicants for this post need to have experience of working with women with offending, mental health issues and other multiple needs. **Applicants for this post will be required to attend police custody and therefore the role is subject to clearance of the vetting required to attend Police Custody.** This is a part-time post offering 21 hours per week. Working pattern can be flexible and can be discussed at interview.

Aim:

To work with women who have been given out of court disposals by the Police to encourage access into support services as a diversion from the criminal justice system while working alongside the existing team to offer direct holistic support and access into the courses and services offered at Anawim. You will work as part of the Early Intervention Team consisting of the Manager, 2 Early Intervention Caseworkers, 2 Liaison & Diversion Caseworkers, a Multiple & Complex Needs Caseworker, and a Mental Health & Trauma Specialist.

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Key Tasks:

- 1 Work to develop the effective New Chance diversion scheme for women identified as being suitable for out of court disposals by West Midlands Police alongside the existing team.
- 2 Network with the police, custody sergeants & work in partnership with the wider New Chance service to build up referrals of women at risk of/or already in the criminal justice system, offering short interventions and support in order to prevent further offending and encourage access into support.
- 3 Work with up to 80 women to help them achieve positive outcomes during each year. Undertake assertive outreach to then offer support in the community and draw them into all the activities and courses on offer at the centre.
- 4 Offering this support will involve attending police stations, custody suites, court and accompanying to appointments. Sometimes in a very responsive immediate manner.
- 5 Attend police stations & Perry Barr custody suite on a regular basis, liaise with staff in order to promote the service and undertake assessment of potential clients at the pre-sentence or arrest stage.
- 6 Receive clinical supervision and case management support.
- 7 You will provide support to women involved in prostitution, are using illicit drugs, who exhibit offending behaviour and have mental health issues.
- 8 Work with the team in exploring creative ways to develop individual and group programmes for the women who use the project and support and encourage their involvement, tailoring the sessions to meet their needs.
- 9 Identify the individual needs of women by undertaking a Women's Risk Needs Assessment, developing an individual support plan, referring anyone requiring specialist help to the appropriate agency e.g. housing, courts, solicitors, benefit agencies, drug projects, social services etc. Therefore, a sound knowledge of support groups and services will be required.
- 10 You would then undertake individual support with each woman monitoring her progress regularly and undertaking regular reviews, recording interventions undertaken.
- 11 To support, advise and signpost on practical matters such as money management, benefits, homelessness, drug treatments, parenting, children's exclusion from school, health care, training, education and employment opportunities.

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- 12** Maintain accurate records and prepare reports as required.
- 13** Demonstrate an awareness of the principles of equal opportunities and be committed to their implementation.
- 14** Work as a member of the existing team according to the values and vision of the project.
- 15** Follow Anawim's policies and procedures and comply with all relevant legislation, in particular the Health and Safety at work act.
- 16** Participate in meetings and training as appropriate to the work.
- 17** Undertake additional duties within the overall running of the Anawim project as may be identified in consultation with the manager and team.

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PERSON SPECIFICATION

Job Title: Early Intervention Caseworker (New Chance)

Location: Anawim

Factor	Essential	Desirable	Method of Assessment
Knowledge and Experience	<p>Experience of working with vulnerable women with mental health issues and who have suffered trauma.</p> <p>Working knowledge of issues surrounding drug and alcohol misuse, prostitution, and mental health issues.</p> <p>Experience of offering support or interventions to potentially chaotic women.</p>	<p>Knowledge of benefits, law, and housing.</p> <p>Experience of the prison and justice system. Arrest referral or diversion services.</p> <p>Experience of working in health or in partnership.</p> <p>Psychology degree.</p>	<p>A, I, R</p>
Skills and abilities	<p>Excellent interpersonal, communication and listening skills.</p> <p>Ability to assess need and devise plan of action with the client.</p> <p>Ability to network with other agencies.</p> <p>Able to work as a member of the team and share information.</p> <p>Understanding of the need for confidentiality.</p> <p>Responsive attitude, able to drop other plans and tasks in order to respond quickly to requests.</p> <p>Ability to cope with stressful and</p>		<p>A, I, R</p>

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	emotional work. Ability to produce reports as required. Ability to plan and prioritise work.		
Other	Full driving licence, business insurance and use of own vehicle. Calm, friendly, and approachable disposition. Flexibility and a willingness to work occasional evenings and weekends. Enhanced Disclosure from the Disclosure & Barring Service. Pass enhanced police vetting.		A, D, I, R
Commitment	To the core values and beliefs of the Project and the Founding Partners.		I

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