**Further information**
**Anawim Caseworker Roles**

*From our Birmingham centre, Anawim provides trauma informed services including holistic support and advocacy to enable women to reach their potential*

**Our Vision statement:**

*A world where women are safe, free, valued and equal members of society.*

**Our Values:**

*Anawim believes in the intrinsic **value** of every person and **welcomes** each woman **without judgement***
*We are deeply committed to **listening** to our women and building services around their **needs***
*We **help** women to navigate the complex challenges they are facing, and we do all that we can to **support** them for as long as they need us*
*Anawim **empowers** women to make positive changes to turn their lives around, helping them, one step at a time – to become **independent***
*We **want the best** for our women and to make sure their basic needs are met. We **won't rest** until we've done all we can to keep them **safe**.*

As an **Anawim caseworker**, unless stated in the job advert, you may be assigned to one of our projects:

**PROJECTS:**

**Ardenleigh**
Anawim and Ardenleigh (Women's Secure Blended Service) work in collaboration, offering gender specific and sensitive treatment through enrichment activities, one to one casework and peer support for women from the West Midlands, who are detained under the Mental Health Act. We support the women to maintain community links from admission to discharge, aiming to reduce the length of the patient's stay in hospital and introduce rehabilitative support, enabling women to reintegrate back into the community. As well as ensuring that the service is trauma-responsive, we offer a range of practical advice, access to Anawim Women's Centre, peer mentoring opportunities and a programme of co-designed out-of-hours enrichment activities. Each woman is assigned a caseworker from admission all the way up to 3 months post discharge, on-going support is available via the wider Anawim services, such as our helpline and drop-in.

As part of the Women's Secure Blended Service all Anawim services, courses and events can be accessed by Ardenleigh inpatients and outpatients as well as Anawim service users accessing the centre. This mixing of the experiences of women will no doubt add a richness of interactions within the therapeutic groups, enabling better integration, widening of horizons and understandings of other points of view.

**Central Services** is dedicated to providing comprehensive support to women through our Casework and Drop-in projects. These projects aim to address various challenges faced by women in Birmingham.

Casework Project offers specialised support in key areas including, Domestic Violence – IDVA, Children and Families, Accommodation, Substance Misuse, Multiple Complex Needs, Trauma.

Caseworkers will be required to provide individualise support, practical advice and signposting on a range of matters such as money management, benefits, homelessness, drug treatments, parenting, children's education, healthcare, legal and immigration issues, mental health, training education and employment opportunities. Women may also present with issues such as self-harm, suicidal ideation and safety planning.

Our Drop-In service acts as a primary entry point for women seeking support. It provides a non-referral service where women can present with any need. We offer crisis intervention support, addressing a wide range of needs whilst also providing invaluable face-to-face opportunities for emotional support and confidence building. We also support women experiencing domestic violence, offering a safe pathway for them to flee abusive situations.

Central Services maintains a strong outreach ethos, ensuring strategic representation in the community and reaching women who may not otherwise engage with our services.

**Criminal Justice Services**

Anawim works closely with National Probation Service. Women become involved in the Criminal Justice System for a complex range of reasons. In our gender specific services, we provide holistic support to women by women, to overcome challenges and address needs, enabling them to successfully move-on from services and live fulfilling, crime free flourishing lives. The role will include around one day a week in-reach into HMP Drake Hall & HMP Foston Hall to make contact with women & subsequently ensure they resettle successfully and into our community services on release.

We support women with overcoming issues around their: Personal Wellbeing, accommodation, Finance, Benefits and Debts, Employment, Training and Education, Family and Significant Others, Lifestyle and Associates, Social Inclusion, Dependency and Recovery.

We will support women to build upon their strengths and work through any barriers that are preventing them from progressing and achieving their potential.

Criminal Justice Practitioners will deliver therapeutic group work, undertake one-to-one sessions, community asset building and psycho-social interventions that support and enable women to make positive changes to their lifestyle.

**Early Intervention**

***New Chance***:

Our Early Intervention services aim at catching women at the earliest possible opportunity in order to provide them with the correct support to prevent reoffending. New Chance is our project in partnership with West Midlands Police and Crime Commissioner and is a specialist diversion scheme for women who have committed low level or first-time offences and are suitable for an out of court disposal, the condition being to engage with New Chance. There are providers all across the West Midlands, Anawim is the provider for Birmingham. Black

Country Women's Aid cover Sandwell & Dudley, Changing Lives cover Walsall and Wolverhampton and Green Square Accord cover Solihull & Coventry. We provide women with holistic 1:1 caseworker support, whilst also aiming at getting them involved with activities at the centre including social events and therapeutic courses.

***Health & Justice Vulnerability Team**:*
Our Early Intervention services aim at catching women at the earliest possible opportunity in order to provide them with the correct support to prevent reoffending. Our Health & Justice Vulnerability Team is delivered in partnership with Birmingham & Solihull Mental Health Foundation NHS Trust. Mental Health Practitioners based within Court and Custody will screen anyone coming into custody/at point of arrest and assess anyone who is known to have/appears to have any vulnerabilities. If support needs are identified and further support is needed, we will receive this referral and provide 1:1 casework support for a period of 12 weeks in order to address these needs and divert from the criminal justice system. We provide women with holistic 1:1 caseworker support and assertive outreach whilst also aiming at getting them involved with activities at the centre including social events and therapeutic courses.

**Intensive Supervision Court**
This specific female problem solving court is a pilot project which commenced in Birmingham in June 2023. This is suitable for women on the cusp of custody who can be given a community order which is to engage with intensive support from multiple services. The aim is to integrate care and support services, yoked together by the authority of a single judge, for vulnerable women with multiple co-occurring social challenges. The ISC will be a place where partners working across a range of organisations (housing, mental health, substance misuse, family and relationships, women's services, and others) co-deliver a multifaceted intervention programme, delivering joint appointments and assessments so that the women do not have to repeat their story.
Caseworkers will support women to court reviews on a monthly basis and be there point of contact so that we can provide a trauma-informed approach.

**Prison & Resettlement**

**Resettlement:**

Our Resettlement service aims at providing the correct support to women on release from prison or at the end of their intervention from early interventions or CRS to support them to continue to reintegrate into their local community, in order to prevent them from reoffending. Caseworkers will support women to register with the relevant services if not already in place, find suitable accommodation and support them to maintain it, and support to appointments. Along with 1:1 caseworker support, caseworkers will continue to support the woman through her journey away from the criminal justice system, continuing to get her involved with all activities on at the centre such as social events and therapeutic courses, with a view to integrating her into the community, stabilising her, so that she is equipped to deal with everyday life and start to make some positive choices.

**Community Connections:**
Creating Community Connections is a pilot project aimed at supporting women in HMP Foston Hall who have experienced domestic violence. The link worker will provide 1:1 support to women in prison around

recognising abuse, the warning signs, types of abuse and educating them as to what support is available to them within the community once they are released. Therapeutic support may also be given around healthy relationships and regulating emotions. Link workers will recruit and support Champions within the prison and will work closely with them so that they can provide support and information to other women in the prison. For women who are being released, link workers will ensure that they are linked up with their local women's centre and encourage them to access this support on release in order to reintegrate them back into the community and reduce reoffending.

At Anawim we recognise that we all have lived experience of the issues the women present with. Some of our colleagues will have criminal convictions, will have experienced domestic abuse directly within their homes, had a history of substance misuse etc.  So please operate with compassion towards your colleagues, this experience is theirs to hold, if they share any of it with you keep it confidential.

Certain roles such as peer mentors and champions utilise lived experience in a direct manner. This does not mean that they are any less 'professional', all experience is valid whether gained through university learning, experience of working in the field or by living through it.

We recognise that staff at Anawim all have different roles, some will work out of hours, particularly the fundraising team and higher management, this will mean that they may start later in the mornings or work from home more than you can as a frontline caseworker.