Job Description

Job Title:	**Enhancement (Activities) Worker (Dawn House)**
Location:	**Dawn House, Anawim, B12 9RJ**
Grade:	**Anawim Scale Point (ASP) 23-26**
Salary:	**£13.31-£14.63 per hour**
Hours:	**15 hours per week on a rolling rota basis to include evenings and weekends as required.**
Responsible to:	**Dawn House Coordinator**

- This post is exempted from Rehabilitation of Offenders act 1974
- Schedule 9, Paragraph 1 of the Equality Act 2010 applies.

Project aim:

An exciting opportunity has arisen for a team of creative and innovative Enhancement (Activities) Workers to be part of a tailored project based at Dawn House – a 7-bed step-down accommodation service delivered in partnership between Anawim – Birmingham's Centre for Women and Birmingham and Solihull Mental Health NHS Foundation Trust (BSMHFT).

This project aims to support women transitioning from secure or acute mental health care into the community, promoting recovery, wellbeing, and social inclusion. Dawn House offers a trauma-informed, gender-responsive environment focused on rehabilitation, independence, and reintegration.

Anawim is an award-winning women's centre based in Balsall Heath, originally founded in 1986 to support the needs of sex workers. It now provides a comprehensive range of services to women with multiple and complex needs, including those related to trauma, homelessness, substance misuse, offending behaviour, and mental health. Anawim works with women across community and secure settings, passionately promoting women supporting women.

Job Purpose

Enhancement (Activities) Workers at Dawn House will design, deliver, and facilitate a broad range of creative, social, therapeutic, and leisure activities tailored to meet the needs and

interests of women living in the service. These activities will support recovery, promote wellbeing, reduce isolation, and build skills necessary for independent living.

You will work closely with women to motivate and encourage participation, including those who may initially be reluctant, highlighting the benefits activities bring such as social connection, confidence building, emotional expression, and physical health.
Activities may include, but are not limited to: arts and crafts, music, gardening, cooking, movement therapies, mindfulness, relaxation, and other creative pursuits. Flexibility to respond to women's changing needs and preferences is essential.
Working as part of a multi-disciplinary team, you will also help manage challenging behaviours by providing distraction and engagement activities during times of higher stress or crisis. The role involves working varied shifts including evenings and weekends to provide consistent support.

Key Tasks

1. Plan, set up, and deliver engaging, person-centred activities suited to the needs of women at Dawn House.
2. Support women in developing skills and confidence to aid their transition to independent or supported community living.
3. Maintain strict confidentiality of service users and promote their empowerment through meaningful activity engagement.
4. Work both autonomously and collaboratively with the multi-disciplinary team, including Anawim and BSMHFT staff, especially during evenings and weekends.
5. Provide distraction and therapeutic activities to help manage stress, reduce incidents, and promote emotional regulation.
6. Develop and adapt activities based on women's feedback, interests, and emerging needs.
7. If qualified, offer complementary therapies such as Indian head massage, auricular acupuncture, reflexology, or similar.
8. Maintain accurate records of activities delivered and outcomes achieved, in line with monitoring and reporting requirements.
9. Work within relevant policies and procedures including data protection, confidentiality, safeguarding vulnerable adults, and equality legislation.
10. Demonstrate commitment to equal opportunities and anti-discriminatory practice.
11. Operate within Anawim's administrative and financial systems as required.
12. Comply with all relevant health and safety legislation and policies applicable to Dawn House and partner organisations.

PERSON SPECIFICATION

Job Title: Enhancement Worker (Dawn House)

Criteria	Essential/ Desirable	Method of Assessment
DBS – Enhanced & Ardenleigh security clearance	E	D
Skills & experience		
Have knowledge / experience of working with women with mental health conditions, personality disorders and/or offending behaviour	D	A, I, R
Skills in delivering courses and activities to adults.	D	P, D, I
Knowledge and understanding of self-harm and ability to mitigate	E	P, I
Knowledge of agreed partnership working and the ability to network with other agencies	D	A, I, R
Ability to facilitate activity sessions which build self-esteem, confidence, recognise stigmatisation, racism and gender inequalities.	E	P, A, I, R
Ability to write confidential reports and case notes accurately. Have a strong sense of confidentiality & privacy for women's information in accordance with GDPR	E	A, I, R
Ability to manage time effectively, prioritise workload and plan ahead.	E	A,I,R
Ability to evaluate and report on the activities.	E	A,I,R
Awareness of Health, Safety & security issues in particular personal safety	E	A,I,R
Personal qualities		
Strong personal and professional boundaries without being authoritarian	E	A, I, R
Self-awareness, identification and management of unhelpful dynamics within multi agency team and amongst the women	E	I
Patient, Kind & Non-judgemental attitude	E	A, I, R
Honest, Open, Encouraging with a Good sense of humour	E	A, I
Consistent & Trustworthy approach	E	A, I
Willing to embrace constructive feedback and evaluation of your work	E	A, I, R
Emotional maturity & resilience	E	A, I, R
Able to work regular evenings & weekends and bank holidays if required	E	A, I
Driving licence and use of own transport.	D	A, I

Method of Assessment:-A – Application Form I – Interview T – Test
P – Presentation D – Documentation R - References