

**Safer Wales Ethnically Diverse Lead Caseworker (Criminal Justice)
Job Description**



Job Title	Safer Wales Ethnically Diverse Lead Caseworker (Criminal Justice) (Based mainly in Cardiff – in and around Police custody suites and the community) Close-04 January 2024 Interviews- 16&17 January 2024
Directly Reports to:	Whole System Approach Service Lead
Job Outline	<p>Salary/Hours/Area: £24,302.07- £25,053.75-£25,828.61 pro rata working 21.75 hours (3days) per week on fixed term basis to 31 March 2025, maybe extended pending further funding. This vacancy is only open to female applicants as an occupational requirement exception under Sch 9 of the Equality Act 2010. This vacancy is subject to Enhanced DBS, Eligibility to Work in the UK check, satisfactory references, and Police vetting. Full driving licence and access to own transport is desirable.</p> <ul style="list-style-type: none"> • Networking to identify and inform on issues, needs, and gaps in services for Ethnically Diverse women, increase knowledge and understanding of the different cultures and values within communities. • To provide specialist gender specific support and advocacy to ethnically diverse women involved in the criminal justice system including women who have experienced domestic/sexual violence. • To deliver specialist, trauma-informed support, working with other partners and agencies, both statutory and non-statutory: enhancing the response to ethnically diverse women in the criminal justice system

Key Responsibilities/Accountabilities	Key Competencies	
<ul style="list-style-type: none"> • To liaise with agencies, community groups, public, third and private sector partners when appropriate to support women who are engaging with the scheme. • Through ongoing assessment, organise programmes of care and support including appointments with partner agencies and general one-to-one or group support. • To work with partners ensuring effective networks and joined up services, with a focus on improving services for ethnically diverse women. • To work with management and the Project Steering Group, identifying and supporting new initiatives and developments. • To build a relationship and assess the strengths and needs of ethnically diverse women involved in the criminal justice system including those who have experienced domestic/sexual violence. • To provide trauma-informed support, appropriate assessment, information, and advice to ethnically diverse women. • To work with Police, probation, and prison resettlement to identify suitable referrals. • To empower and support women who find it difficult to engage with services. Encouraging women who have not accessed services to which they have been referred and support them to attend appointments. • To work within the organisation’s operational policies and overall philosophy. • To compile data and complete all documentation that pertains to the range of duties associated with this role. • To work fully within all the expectations of the Steering Group and Safer Wales with specific regard for equality and diversity. • To submit verbal or written reports when requested by management. • To provide support in the absence of other team members and to work with a team base multi-agency ethos- sharing and enabling work with Arrest Referral and young adults staff. 	<ul style="list-style-type: none"> • Facilitate group learning. • Proven ability to engage effectively with ethnically diverse women, to provide a warm, supportive, and enabling disposition that triggers and sustains service user engagement. • Clear boundaries and a willingness to make effective use of supervision and line management. • Work flexibly across operational and co-located sites. • Ability to work effectively in a busy environment such as a Police custody suite and be able to work under pressure and within clear timeframes. • Carry out referral assessment, support, and safety planning. • Keep and maintain accurate and confidential records and contribute to monitoring information in support of this work. • Safer Wales is fully committed to the active promotion of equal opportunities as an employer and in the provision of all its services. It is the responsibility of every member of staff to ensure that practical application of this policy. • Under the Health and Safety at Work Act, all employees are required to take of their own health and that of other employees in complying with their statutory duties. 	
		Skills and Knowledge
		Essential <ul style="list-style-type: none"> • Experience of liaising and working collaboratively with other agencies. • Knowledge of range of interventions and services specific to ethnically diverse women. • Relevant experience of working with ethnically diverse women (paid or voluntary). • Experience of trauma-informed assessment, planning and delivering programmes of care. • Experience of supporting people in crisis and understanding the needs of ethnically diverse women. • Ability to work with people in a non-judgemental manner. • Ability to work on own initiative. • Ability to communicate effectively in both verbal and written forms, including IT skills. • Commitment to Equal Opportunities and Diversity • Willingness to work flexibly..
		Desirable Relevant qualification Full driving licence and access to own transport. Experience of teamwork