



LANCASHIRE WOMEN

are hiring

Our vision

Where all women and girls in Lancashire are valued and treated as equals.

Our mission

To empower women and girls to be able to transform their lives by bringing them together to

- find their voice
- share experiences and understanding
- develop their knowledge and skills
- challenge stereotypes and misconceptions about them

...so that they can have choices in becoming the individuals they want to be.

**Caseworker
(Community) X2**

About us

Operating for over thirty years, Lancashire Women (LW) provide a network of five female only centres to provide safe, dedicated female only space for women across the county. We provide a 'One Stop Shop Service' for women, bringing together a range of services under one roof, designed to support women who at any one time may be facing a range of issues including social isolation and exclusion, homelessness, poverty, mental ill health, or offending behaviour.

Our services are available to all women, but in particular we work with those who find themselves in situations which can increase their vulnerability or place them at significant risk of harm - and who are often facing multiple and complex needs. Following a period of significant growth, we are looking ahead to ensure that our services continue to meet women's needs and retain women's voices and experiences at the heart of their design.

Whilst our delivery draws upon three decades of practical experience in supporting women - and is an approach recognised nationally for its effectiveness and impact - we are working hard to ensure that we continue to innovate in our use of knowledge, data, resources, collaboration and service design techniques to allow us to develop the most effective services for women and girls in our community.

Overview of the role

Lancashire Women's Justice and Safety team is currently expanding and developing their provision across the county, with a key focus on establishing resettlement links and initial project pathways for our female clients, beginning pre-release, within HMP Styal, all the way through to the community.

Lancashire Women's approach to this exciting new project is holistic, with the overarching aim that each stage of the clients journey through the Criminal Justice System is as supported as possible - pre, during and post release. The successful candidate will be joining a dynamic, passionate and well established team of 8 Community Caseworkers, 2 Custody Caseworkers, 2 Team Leaders and a Head of Programme who are working across Lancashire to achieve this goal. These Caseworkers will support our Justice and Safety team both in the community across Lancashire and also when needed in HMP Styal.

The post holder will carry a caseload of female clients who have multiple and complex needs, providing both one to one support and group work. You will be a skilled professional able to work with clients whose needs could include poor mental health, substance misuse, offenders or likelihood of offending, domestic abuse and other risk taking behaviours.

Our values

- **Empowering:** we work to build on the strengths that all women & girls have so that they can become more confident, especially in controlling their own life and claiming their rights.
- **Non judgemental:** we accept each woman exactly as they are and genuinely make no moral judgement about their situation.
- **Honest:** we try to be real with all the women & girls we work with so they can have choices about their lives knowing that they will need courage to make changes that will benefit them and those around them.
- **Creative:** in our approach to supporting women & girls and seeking solutions with them for the challenges they face.
- **Collaborative:** we know we learn more and can achieve more when we work together.

Main duties

I. Functional Responsibilities

- Provide a range of interventions through group work and one to one support in order to meet client's needs, in a variety of settings (centre-based, outreach, prison), as required.
- Work flexibly and responsively to develop innovative ways of engaging vulnerable individuals.
- Actively develop a collaborative approach to assessing and managing risk, alongside Prison/Probation representatives, escalating concerns to line management as appropriate.
- Develop and support clients, using a trauma-informed approach, to support and sustain re-integration and independence in the community, and reduce the likelihood of reoffending.
- Prepare and maintain appropriate records of client work on Lancashire Women and Probation/Prison services data capture systems as required (Views, Oasys, Nomis, Delius etc), ensuring adherence to timescales as per project specifications.
- Be aware of potential safeguarding issues. Record and report and concerns to internal safeguarding lead/s and Probation/Prison staff in a timely and effective way.
- Develop and maintain links with our partners (Probation// Prison/ housing/ healthcare/ substance misuse services etc), to support our clients using a holistic and 'joined up' approach.
- Work closely with the Project Manager in supporting Volunteers and Mentors in understanding and achieving the project outcomes.
- Listen to our service users and report feedback to help develop the effectiveness of our services.

2. General

- To ensure that required standards of health and safety are maintained.
- To work flexibly as and when required including occasional evenings and weekends and support other team members as needed.
- Participate in organisational activities for example, team meetings, development days, etc.
- Treat all staff, volunteers and service users fairly.
- To uphold the policies and ethos of Lancashire Women at all times.

This job description is not intended to be exhaustive. The post-holder will be expected to adopt a flexible attitude to the duties which may have to be varied (after discussion with the post holder) subject to the needs of the service, and in keeping with the general profile of the post.

About you

Your experience & qualifications

- ☆ Relevant qualification or experience
- ☆ A good standard of education and interpersonal skills
- ☆ Experience of partnership and multi-agency working to meet the needs of clients and the organisation
- ☆ Experience of assessment, action planning and risk assessment
- ☆ Experience of working with and supervising volunteers and mentors
- ☆ Excellent communication skills (verbal and written)
- ☆ Knowledge of safeguarding and related processes
- ☆ Knowledge of benefits system
- ☆ Good use of IT equipment and administrative & organisational skills

Your knowledge, skills & abilities

- ☆ 2 Years experience of working with service users with multiple & complex needs
- ☆ Ability to motivate women to value their skills and abilities
- ☆ Ability to work as part of a team and on own initiative
- ☆ An understanding and commitment to the ethos of Lancashire Women
- ☆ An empathy with those suffering discrimination and disadvantage, together with a good understanding of professional boundaries
- ☆ Driving License, use of a car and willingness to travel

Lancashire Women supported 6544 people in the last year - with nearly 40% accessing multiple services at our centres.

HOW you can apply...

Please complete our application form.

If you'd like an informal discussion about the role prior to applying please email our Head of Programme (Justice & Safety) at Rebecca.Reoch@lancashirewomen.org

Further details about our work and impact can be found at lancashirewomen.org

Closing Date: ↘

Monday 18th February at 10am

Interview date: 22nd February 2019.

WHY we are great to work for...

- A chance to work in a rewarding, ethical and agile environment where every day you are really making a difference to the lives of women and girls.
- Employer Pension Scheme.
- Flexible working / work life balance.
- Childcare vouchers.
- Be involved in an organisation which put service users and co design at the centre of all we do.

Salary & More Information

£19, 202 - £19, 902 per annum

18 - 37 hours per week

Based in: Preston/Chorley/Blackpool

FTC until 31st March 2020 (Subject to further funding)

We have big plans and there will be challenges along the way.

Do you have the energy, knowledge and creativity to meet those challenges?

Head Office
21-23 Blackburn Rd,
Accrington
BB5 1HF
0300 330 1354

Centres in:
Accrington
Blackburn with Darwen
Blackpool
Burnley
Preston

Outreach activity in:
Blackburn with Darwen
Chorley
Lancaster
Skelmersdale
Kendal
HMP Styal
Cumbria

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