



# 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.

**Strategic Lead  
(Female Offender Whole Systems Approach)**

# 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.

Lancashire Women have an exciting opportunity for a talented individual with experience of working at a strategic level across Lancashire and Cumbria.

## Overview of the role

We have been funded by The Ministry Of Justice to bring together local agencies across the local health, social care, third sector and criminal justice systems to develop a multi-agency approach to address the complex needs of the most vulnerable and disadvantaged women in our community. Building and extending on the work of Lancashire Women and our partners, we have a clear vision of what can be achieved.

We have developed a range of effective and sustainable projects delivering around this agenda, and which work across both Lancashire and Cumbria. What we identified as missing, was a distinct role, able to work outside organisational silos to drive a collective strategy for female offenders for the two counties forward. The post holder will work act as strategic interface between third sector women's services (not just our own) and strategic statutory partners, from all relevant sectors, to ensure that strategic service development and commissioned activity in the future is targeted at tackling gaps in the delivery of a whole systems approach for female offenders.

Now just over 18 months into the project we have been able to make great progress towards our goals, and we are now looking for someone to continue the great work started by our current postholder. Working closely with our CEO and our Head of Programme for Justice & Safety, the Strategic Lead will be at the forefront of making a sustained and tangible difference to the lives of many women, with impact both locally and nationally.

## 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. Project Management -

- To act as the strategic lead in the further development of a whole systems approach (WSA) for females in Lancashire and Cumbria.
- Support the wider engagement of strategic partners, in particular those from health and substance misuse, into Lancashire and Cumbria WSA activity in order to improve the process of referral to key support services not offered through current WSA provision.
- Working closely with local partners to support the further development of provision in Cumbria, which has a less well developed WSA than is currently available in Lancashire.
- Support the wider involvement of grass roots women's groups into current WSA provision in Lancashire and Cumbria.
- To identify and articulate areas of unmet needs in provision for female offenders in Lancashire and Cumbria and to lead the development of multi agency collaborative action in order to address these needs.
- Working with the Justice and Safety Programme Lead to develop, pilot and evaluate new, cost-effective interventions to support the development of a female offenders whole systems approach, in particular targeting female offenders who are currently underrepresented (or who are experiencing poorer outcomes) in current WSA activity, including younger women, BME women, LGBTQ women, and those with children.
- To monitor political and policy activity, including the impact of devolution and proactively identify and share opportunities with colleagues to influence key stakeholders to achieve our strategic objectives.

## 2. Stakeholder Engagement and Communications -

- To develop and manage relationships with key senior stakeholders including police, CRC's, commissioners and partner organisations.
- Develop an improved articulation of the impact of the Lancashire and Cumbria WSA and support a wider dissemination of best practice and learning from this activity, both locally and nationally.
- To produce clear, concise and authoritative materials which can be used to influence change and policy, including reports, briefings and responses to consultations produced by government, partners and commissioners.
- To represent LW at external meetings including stakeholder groups and advisory groups effectively communicating our work, values and policy priorities.
- Communicate the impact of the WSA in Lancashire and Cumbria externally in order to influence change, including developing relationships with media and policy contacts, briefing journalists, writing articles, blogs, press releases, quarterly newsletter articles, and using social media to get our message across to appropriate audiences.
- Organise high profile and thought provoking policy seminars and conferences ensuring participation by key stakeholders, and working in partnership with University of Central Lancashire Criminal Justice Partnership,

**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

- ☆ Ability to manage own workload and prioritise conflicting deadlines, working autonomously.
- ☆ Entrepreneurial and open to ideas and opportunities
- ☆ Excellent interpersonal skills with an ability to relate to a wide range of people
- ☆ Enthusiastic and approachable
- ☆ Promotion of equality and diversity.

## Your experience & qualifications

- ☆ Educated to Graduate level or equivalent level of work experience in relation to the Criminal Justice System and the needs of women offenders including crime and criminal behaviour and the rehabilitation of offenders.
- ☆ Minimum of 3 years work at management / senior team levels within relevant work areas.
- ☆ Voluntary sector work experience with vulnerable communities.
- ☆ A gender specific approach to policy and / or service delivery.

## Your understanding of our work & approach

- ☆ Effective stakeholder engagement and management with a range of external and internal partners across all sectors.
- ☆ Excellent project management skills and an ability to deliver complex projects with multiple stakeholders.
- ☆ Proven track record in analysing, developing and influencing policy at local and regional level.
- ☆ An ability to develop and deliver materials / presentations for training events, seminars and conferences accessible to a range of audiences.
- ☆ An understanding of the strategic importance of a whole systems approach within the CJS
- ☆ An effective leader who can engage others and drive ideas forward.
- ☆ Knowledge and understanding of the Criminal Justice System.
- ☆ Is non-judgemental and understands the importance of equality and diversity at all levels of work
- ☆ Can deliver work to a high standard and demonstrate a professional approach
- ☆ Excellent written and verbal communication skills
- ☆ Good administrative skills and a full working knowledge and use of IT systems and packages.

## HOW you can apply...

Send your CV and personal statement detailing how you meet the requirements of this role (no more than 2 pages) to [Recruitment@lancashirewomen.org](mailto:Recruitment@lancashirewomen.org)

If you'd like an informal discussion about the role prior to applying please email our CEO at [amanda.greenwood@lancashirewomen.org](mailto:amanda.greenwood@lancashirewomen.org)

Further details about our work and impact can be found at [lancashirewomen.org](http://lancashirewomen.org)

## Closing Date:

Wednesday 20th February 2019 at 12noon

Interviews: Wednesday 27th 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 & Hours

£33,043 per annum

Fixed Term Contract until 31st March 2020

37 hours (flexible working available)

Secondment opportunity considered

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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