

Job Description

Falkirk Outreach Worker

For over 50 years, Cyrenians (a Scottish Charitable Incorporated Organisation (SCIO), registered charity number SC011052) has served those on the edge; working with the homeless and those at risk to transform their lives.

Our Vision is an inclusive society in which we all have the opportunities to live valued and fulfilled lives. We work to make that vision a reality through our Mission to support people excluded from family, home, work or community on their life journey.

We aim to offer consistently excellent service across all locations and in all our activities. Our way of working is built on our four core values:

Compassion: We believe that everyone should have the chance to change, no matter how long that might take.

Respect: We believe in tolerance, acceptance, valuing diversity and treating each other as equals.

Integrity: We are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism.

Innovation: We are willing to take risks, challenge convention and be very creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions.

1 General

Cyrenians provides a number of services in Falkirk that support people to overcome challenges and provide opportunities for them to progress; as well as places and spaces for the local community to connect with our mission. These include:

- A number of Employability Support services providing key work, training and access to qualifications
- Peer Support that provides opportunities for people to both give and receive help from those who have shared similar experiences
- Arnotdale House Café and Dollar Park walled garden - community spaces that contribute to Cyrenians social aims
- A number of initiatives targeted at improving health, wellbeing and opportunities within local communities

This Outreach role has been created to support individuals, referred by Justice Services, who are involved in the justice system and subject to community supervision to reintegrate into the community. This post will include weekend working in order to provide the most flexible support for individuals.

2 Main Tasks and Responsibilities

Provide support to individuals on community supervision

- In partnership with their supervising officer, guide individuals to engage with their case management plan.
- In partnership with their supervising officer, help individuals to understand and adhere to the conditions of their order or licence.
- Provide flexible support to individuals in relation to their order or licence.

Support integration into the community

- Meet individuals in their home and work with them to reintegrate into their community.
- Help individuals to learn about the area that they live in.
- Utilise the Active Citizenship Award to promote community understanding and integration.
- Focus on breaking down barriers to reintegrating into society.

Promote physical and mental wellbeing

- Lead walk and talk sessions with clients.
- Provide information on wellbeing, confidence building and coping techniques.
- Support individuals to address social anxiety or isolation.
- Encourage individuals to be physically active and make healthy lifestyle changes.
- Assist individuals in creating a healthy lifestyle diary.

Develop employment skills

- Provide one to one support to develop skills which may lead to employment.
- Share tools to assist individuals in obtaining the skills they require.

Budgeting and daily living tasks

- Support individuals with budget management.
- Introduce sources of information and resources to help with this (e.g. Government Website, Community Advice Bureau, Money Advice Scotland etc.).
- Work with clients to develop their skills for daily living tasks, such as: going shopping, paying bills and managing a household.

Monitor, report and evidence achievement

- Ensure all activity is appropriately monitored and reported on – evidencing impact.

- Provide relevant monitoring information to funders and commissioners.
- Provide regular reports on activity and impact to relevant internal and external audiences.
- Liaise with Justice Services verbally and provide written reports when required
- Attend Justice Services case review meetings as required

Other

- Participate in service team/planning meetings and reviews.
- Maintain individual work plan which is consistent with the overall service plan.
- Participate in annual performance review and supervision sessions.
- Undertake training which is appropriate to the project's needs.
- Undertake other tasks as required by the Falkirk Services.

3 Person Specification

Knowledge and Experience	
Experience of working with vulnerable people on an outreach basis	Essential
Experience of lone work, home visiting	Essential
Ability to demonstrate resilience in dealing with emotions and distress	Essential
Experience of working with individuals who face multiple barriers.	Essential
Commitment to quality assurance and high standards in service delivery.	Essential
Understanding of the Justice System and Community Supervision	Essential
Budget and financial management experience.	Essential
Ability to establish strong partnerships and to work collaboratively with other agencies and services.	Essential
Ability to complete reports.	Essential
Experience and understanding of employability and justice issues and networks	Essential
Understanding of impact of poverty, inequality and social isolation on people's lives	Essential
Driving licence	Essential
Values and attributes	
Ability to work autonomously to plan workload, meet deadlines and also work as part of a wider team.	Essential
A commitment to staff training and development.	Essential
A strong commitment to service excellence.	Essential
A commitment to continuous improvement.	Essential
Ability to relate to and communicate with people from a vulnerable background	Essential

Excellent IT Skills	Essential
Excellent written and verbal communication skills.	Essential
Committed to reducing the stigma faced by people who are or have been involved in the Justice System	Essential

4 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Accountability:</u>	Cyrenians' Board of Trustees (via the Chief Executive)
<u>Line Manager:</u>	Outreach Manager
<u>Liaison with:</u>	Cyrenians and external bodies including Justice Services Social Work and Police
<u>Workplace:</u>	Falkirk office
<u>Working Hours:</u>	37 hours per week to be worked over 5 days - Saturday and Sunday plus 3 weekdays
<u>Annual Leave</u>	25 days plus 10 public holidays (pro rata)
<u>Salary:</u>	£21,532 to £24,077 per annum (scale points 20 to 24). Starting at scale point 20.
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%)
<u>Disclosure:</u>	PVG membership is required

5 Application deadline and Interview dates

<u>Closing date:</u>	12pm Monday 22 nd March 2021
<u>Interview date:</u>	Friday 26 th March 2021
<u>Second stage:</u>	Monday 29 th March 2021

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.