

SAY WOMEN



SUPPORT WORKER, COMMUNITY JUSTICE

JOB DESCRIPTION

HOURS	3.5 days per week (24.5 hours per week)
SALARY	£27,627.60 FTE (£19,339.32)
LENGTH OF CONTRACT	2 years
ACCOUNTABILITY	Services Manager, CEO and Board of Directors
HOLIDAYS	28 days annual leave and 13 days public holidays pro rata
BENEFITS	Generous pension scheme (after probation period); Training and personal development

MAIN PURPOSE OF JOB

The Community Justice Worker plays a vital role in supporting individuals involved in the Criminal Justice System (CJS) and promoting community-based alternatives to incarceration.

- Accompany young women to court, to meetings with police, support with communications, referrals, reducing stress, anxiety, cope with flashbacks, feelings of guilt and shame and building self-confidence and self-esteem.
- Support young women survivors who have become involved in criminal activities as a result of their CSA trauma.
- Advocate for young women within the legal system both as defendants and prosecution.
- Act as our in-house specialist mentor, train and share knowledge and experience with our core team of Support Workers, strengthening the overall capacity of the team in matters relating to CJS.
- Be responsible for liaising and building networks with other organisations involved in delivering services within the CJS, e.g. Tomorrow's Women.
- Become the main point of contact for these organisations, developing a robust mutual referral process.

MAIN DUTIES

Your key activities in this role to support 20-25 young women per annum will include:

- 1) Supporting with court attendance, prosecution or defence. Both are frightening processes for our young women.
- 2) Tenancy sustainment support. 1:1 support to avoid eviction (often leads to criminal behaviours). 12-week programme supporting with understanding & addressing challenging behaviours (non-payment of rent, noise, disarray, lack of care, challenging visitors at all hours, drug/alcohol abuse) that can lead to eviction.

- 3) Practical support for young women on release from prison. Accessing accommodation, integration into wider society (volunteering, new networks, Further Education, possible employment). Advocating for young women, accompanying to appointments, supporting with applications, providing vouchers for communications, e.g. phones/wifi.
- 4) Working with women's organisations/institutions (including prisons) to identify young women survivors of CSA, applying for permission to engage with the women to support with trauma-related behaviours that could lead to homelessness on release. A preventative service that supports young women to prepare for release by understanding and addressing trauma, developing coping strategies to avoid challenging behaviours. Delivering hope.
- 5) Setting up peer support groups for young women survivors within the CJS. Organising, facilitating and helping young women to help themselves. Providing physical space, mentoring and training.
- 6) Strengthening existing networks and contacts within existing organisations involved in CJS and extending those networks for the benefit of our staff and young women.
- 7) To participate in and contribute to SAY Women's training programme, group work, team meetings, and other internal forums if and when appropriate, share good practice and evaluate own practices for personal development and growth.
- 8) To develop and deliver SAY Women's Community Justice service, help identify new partnerships, to attend local opportunities, forums, open days, events, etc, and to represent SAY Women and the Community Justice service in public where appropriate.
- 9) To be responsible for participating in administrative and financial tasks, in conjunction with others, relating to the effective running of SAY Women's Community Justice service and organization and to provide relevant written reports when requested.
- 10) To report to SAY Women's Management Team on a regular basis and be accountable to the Board at all times.
- 11) To uphold SAY Women's ethos and values and to ensure that SAY Women's policies and SSSC standards are adhered to.
- 12) To undertake any other relevant duties as identified by the Senior Management Team.

See below for Person Specification

SUPPORT WORKER, COMMUNITY JUSTICE



PERSON SPECIFICATION

Factor	Essential	Desirable
Qualifications	Relevant qualification (e.g. counselling, care/support work volunteer qualification from support agency). HND or SVQ in Social Care, or equivalent	A bachelor's degree in social work, criminal justice, psychology, or a related field. A master's degree or equivalent experience is a plus.
Relevant Experience	Experience working with justice-involved individuals, at-risk populations, or in the field of community-based social services or criminal justice.	Lived experience of criminal justice system
Skills and Abilities	<p>Strong understanding of the criminal justice system, community-based justice programs, and restorative justice practices.</p> <p>An understanding of trauma informed practice</p> <p>Experience working with vulnerable populations, including those with mental health and substance use issues.</p> <p>Excellent communication, interpersonal, and problem-solving skills.</p> <p>Ability to manage a caseload effectively, including time management and organizational skills.</p> <p>Conflict resolution and de-escalation skills. Cultural competence and sensitivity to diverse populations.</p> <p>Driving Licence with access to vehicle and willingness to use it for work travel.</p>	
Personal Attributes / Behaviours	Commitment to the values and mission of SAY Women.	