**Job Description: Social Worker – Culturally Inclusive Practice**

**Position Title:** Social Worker
**Location:** Edinburgh
**Hours:** Full-time
**Salary:** £35,000- £40,000 (Depending on experience)
**Reports To:** Project Director

**About the Role**

Passion4Fusion is looking for a compassionate and culturally aware Social Worker to join our team. In this role, you will support Black, Brown, and multi-ethnic children and families within Scotland’s social care system. You will play a critical role in promoting equitable care and fostering understanding of cultural differences while advocating for systemic change.

This position is ideal for someone committed to social justice, cultural competence, and improving outcomes for ethnically diverse communities.

**Key Responsibilities**

**Family-Centered Support**

* Build trusting relationships with children and families from diverse backgrounds, ensuring their voices are central to decision-making.
* Collaborate with families to develop care plans that respect and integrate their cultural values and traditions.

**Cultural Competence and Advocacy**

* Identify and address cultural barriers in social care interventions, ensuring all children and families receive equitable treatment.
* Provide insights and advice on cultural best practices to colleagues and other professionals within the care system.

**Community Engagement**

* Partner with external stakeholders to bridge gaps between communities and the social care system.
* Actively participate in training sessions, workshops, and community programs designed to improve cultural awareness within social work.

**Training and Development**

* Attend and lead cultural competence training programs to improve understanding of unconscious bias, anti-racism, and systemic inequities.
* Act as a champion for anti-discriminatory practices within your team and organization.

**Monitoring and Reporting**

* Track and analyse care outcomes to ensure they are equitable and free from bias.
* Provide feedback to management on systemic barriers affecting families from Black, Brown, and ethnically diverse backgrounds, contributing to organizational change initiatives.
* Collect and share data on your project for example case studies and testimonials

**Partnerships and Networking**

* Collaborate with community leaders, advocacy groups, and other organisations to create holistic support networks for children and families.
* Represent the organization in community forums, fostering relationships to improve trust between communities and social care services.

**Essential Qualifications**

* A degree in Social Work and registration with the Scottish Social Services Council (SSSC)
* Proven experience working with diverse and multi-ethnic communities.
* Strong understanding of cultural competence, anti-racism practices, and systemic inequities in social care.
* Excellent interpersonal and communication skills, with the ability to build trust and understanding with diverse families.

**Desirable Skills and Experience**

* Experience delivering or participating in training.
* Knowledge of Scotland’s care system and relevant legislation, particularly relating to marginalized communities.
* Multilingual skills are a plus.

**What We Offer**

* Ongoing professional development, including cultural awareness and anti-racism training.
* Opportunities to work closely with advocacy groups on a regional and national level
* A supportive and inclusive work environment that values diversity and innovation.
* Flexible working arrangements to promote work-life balance.