

Job Description

Job title: Specialist BAME Caseworker - Helpline & Engagement Service

Scale: £21,589 – £22,627 per annum depending on experience

Hours: 37hrs per week

Responsible For: No paid staff

Responsible to: Helpline & Engagement Service Manager / Head of Victim Services

Main purposes of the post

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Freeva constantly strives to create an environment representative of and responsive to the communities in which we work and to ensure our services are known, accessible and relevant to people from all sections of the community.

The Specialist BAME Caseworker will be responsible for providing a specialist service to Black, Asian and other minority ethnic community clients across Leicestershire & Rutland, recognizing and responding to the additional barriers they may face in engaging with the service through our standard offer.

Partnerships and processes will be developed, along with a better understanding of the access and support needs particular to clients from Black, Asian and other minority ethnic communities.

To provide a proactive support service to victims of domestic violence who come from Black, Asian and other ethnic minority communities; to:

- a) Risk assess clients and help clients keep safe
- b) Ensure clients are aware of their options
- c) Help clients access their rights that they are entitled to including access to health and other services that they require
- d) Monitor and keep clients informed of case progress
- e) To ensure that the support is working to internal and multi-agency best practice guidelines; with the aim of increasing victim satisfaction, decreasing re-victimisation, ensuring victims have access to appropriate and timely support

Main Duties

1. Work as part of the wider Helpline & Engagement team, provide support to cover a helpline for members of the public and professionals which operates Monday to Sunday 8am – 8pm.
2. Ensure proactive attempts to contact client, undertake risk and needs assessments and engage clients with support are undertaken, including via telephone, text, webchat, email and face to face as appropriate. This will include liaison with referring agency to assist with engagement where appropriate.
3. To provide information, support, emotional and practical advocacy support to victims from Black, Asian and other ethnic minority communities.

4. Manage a caseload and maintain necessary case files and records including using OASIS
5. To contribute to the ongoing review and evaluation of the service to ensure it meets the needs of the client group
6. To develop good practice in working with clients from Black, Asian and other ethnic minority communities and to share this with the wider team and to improve our service offer.
7. To promote our service with organisations and statutory bodies, identifying and developing new partnership opportunities and referral pathways, in particular specialist organisations locally and nationally, who support survivors from Black, Asian and other minority ethnic backgrounds
8. To deliver training, provide consultancy on and raise awareness of the issues faced by from Black, Asian and other ethnic minority communities
9. Complete Insights monitoring and evaluation forms as appropriate
10. Working directly with all key agency partners to promote the safety of victims identified as high risk of harm including prompt referrals to the daily MARAC
11. Liaising with statutory and non-statutory services to ensure that the needs of vulnerable clients are met by the most appropriate agency
12. Liaising with statutory and non-statutory services to ensure the physical safety, emotional welfare and mental health of the client is supported appropriately
13. Supporting clients to access immediate support options including securing refuge accommodation locally and nationally, housing advocacy, health, legal advice, welfare support etc.
14. Attend multi-agency meetings as appropriate to advocate for clients
15. A commitment to partnership working and attendance at multi-agency meetings and community events to promote the service/organization
16. Be competent in accurate record-keeping and collection of data for monitoring purposes, service specific monitoring reports and to provide statistical information for evaluation purposes as required
17. Provide at least one case study per quarter

Helpline / General Duties

18. Ensure the service is focused on actively resisting re-traumatisation, improving safety, health and well-being and reducing risk.
19. Answer all calls within a timely manner, in particular 80% of calls should be responded to within 20 seconds
20. Regularly check email inboxes and answer phone for enquiries and referrals and respond to them appropriately.

21. Ensure that the helpline is the main portal for new service users but also as a continuous resource that is integrated and complements other service activities.
22. Ensure information provided on the helpline is constantly updated and meets current legislation and best practice.
23. Complete all helpline forms and risk assessments accurately and record onto the case management system following each call.
24. Voicemails - Check the answer-phone service on a regular basis and logged on the Helpline Voicemail Messages Log
25. Be competent in accurate record-keeping and collection of data for monitoring purposes, completion of helpline monitoring reports and to provide statistical information for evaluation purposes as required
26. Encourage feedback from service users on a regular basis and to contribute to the ongoing evaluation of the helpline services.
27. Support with maintaining standards for the purposes of helpline accreditation and providing quality services
28. Contribute to the continuous review the helpline & engagement service manual including the addition of any useful resources to reflect updated information of services available both locally and nationally
29. Undertake efficient handover and debriefing processes after each shift; e.g. update on referrals, and that all other relevant issues and information is passed on to relevant staff.
30. Ensure confidentiality and professional boundaries are maintained at all times.
31. Comply with all policies and procedures at all times.

Organisational Development

1. To keep all members of staff and Board of Trustees informed about good practice in running the helpline services and to contribute in the development of helpline policies, strategies and working practices
2. Keep up-to-date with developments in the domestic and sexual violence field
3. To undertake such other duties as may be required by the Board of Trustees from time to time, but which will be consistent with the role.
4. Demonstrate a commitment to Freeva's policies on equalities and promote these in all aspects of the helpline work

Person Specification

Area	Criteria
Education and Training	<p>Essential A degree, equivalent qualification or alternatively able to demonstrate substantial relevant experience.</p> <p>Essential or willing to undertake: - SafeLives training for Marac representatives - OCNLR Level 3 Certification/Diploma in Domestic Abuse - Prevention and Early Intervention</p> <p>Desirable A relevant professional qualification such as IDVA, CQSW, Diploma in Counselling</p>
Work Experience / Knowledge	<p>Essential</p> <ul style="list-style-type: none"> • A comprehensive understanding of issues relating to BAME victims and survivors of domestic and sexual violence, and demonstrable skills in assessing the needs of callers using non-judgemental, active listening and questioning skills • Fluent in one or more of the following languages: Gujarati, Punjabi, Hindi, Urdu • Minimum of one-year work experience in the charity/ voluntary sector, namely relating to domestic and/or sexual violence related client work • Experience of working with people from a variety of backgrounds and cultures • Experience of providing non-judgemental, non-directive and confidential information, advice and support by phone • An understanding of the dynamics of domestic and sexual violence, including knowledge of impact of domestic and sexual violence on victims and children and of current legislation and good practice • Understanding of safeguarding protocols including child protection issues and legal responsibilities • Experience of working within multi-agency networks and settings • Experience of service development work • Experience of monitoring and evaluation <p>Desirable</p> <ul style="list-style-type: none"> • An understanding of the criminal and civil justice systems related to domestic and sexual violence

<p>Personal Attributes</p>	<p>Essential</p> <ul style="list-style-type: none"> • Empathy for victims of domestic and sexual violence and a desire to work alongside them to assist in their recovery process • Ability to communicate clearly and empathetically, including the ability to listen effectively and match communication to the needs of the recipient • Ability to be calm and resilient whilst under pressure and to remain optimistic and persistent • Motivated and enthusiastic; and proven ability to work as part of a busy, often stressful and challenging environment • Excellent written and verbal communication skills, with the ability to present clear well-structured professional reports, letters and case notes • Ability to operate a high degree of confidentiality and accountability • Ability to work to tight deadlines and to take responsibility for meeting agreed targets • Ability to build effective relationships, both internally and externally, showing sensitivity for others' viewpoints and valuing diversity • Ability to work on own initiative, be proactive and able to take responsibility for actions, including planning and prioritizing work activities • Ability to demonstrate commitment to multi-agency partnership working work • Commitment to continuing professional development. • Ability to self evaluate and reflect on practice • Ability to recognize discrimination and anti-oppressive practices, in its various forms, and to take appropriate action. • Demonstrable understanding of diversity, equal opportunity and gender equality issues • Confident in providing advice and guidance to others around policy, procedures and good practice • Ability to maintain personal and professional boundaries. • Willingness to undertake training. • Willingness to accommodate occasional unsociable hours (evenings and weekends) • Commitment to the aims and work of the Freeva <p>Desirable</p> <ul style="list-style-type: none"> • Full clean UK Driving License & access to own vehicle
<p>IT skills</p>	<p>Essential</p> <ul style="list-style-type: none"> • Computer literate, including demonstrable competence in using Microsoft office package (word, excel, outlook and powerpoint) • Experience of data analysis and report writing