

Job profile

Job Title	Black, Asian, Minority Ethnic Specialist Outreach Worker
Grade / Salary	£22,950 - £24,355 (pro rata)
Hours	28 hours
Reporting to	Senior Community and Outreach Officer

Job Purpose
To work on a one-to-one and group basis with women who have experienced domestic abuse by providing emotional support and assistance in accessing services within the local community. Specific focus will be on supporting women who are from the Black, Asian and Minority Ethnic community. The Specialist Outreach Worker will work alongside professionals, local organisations and within the local community to build relationships and networks by engaging and educating them about domestic abuse and the additional barriers that Black, Asian, Minority Ethnic women face when accessing their services.

Key accountabilities	
1	Deliver crisis intervention support, advocacy and advice within Black, Asian, Minority Ethnic communities.
2	Undertake appropriate initial and risk assessments in order to co-produce a tailored Individual Support Plan for women who have experienced domestic abuse and identify as Black, Asian, Minority Ethnic.
3	Maintain links with external specialist organisations and communities working with Black, Asian, Minority Ethnic women
4	Provide support to women from Black, Asian, Minority Ethnic communities to develop a better knowledge of their rights and feel more able to challenge discrimination and abuse.
5	Plan and organise educative awareness raising activities and sessions for professionals.
6	Regularly review Individual Support Plans with individual to ensure that interventions are fit for purpose and take into consideration changing needs.
7	Implement robust exit strategies with individuals, ensuring that onwards referrals are made to provide complementary support where necessary.
8	Ensure that the performance of the service is high quality and that individuals receive a timely, responsive and holistic service appropriate to their needs. Take a solutions based approach to resolve issues as they arise, escalating and reporting where appropriate.
9	Ensure completion of set monitoring and data collection requirements.
10	Ensure that accurate and up to date records are maintained utilising the organisation's case management system.
11	Attend regular internal and external supervision, team meetings and other meetings as required. Proactively manage your own learning and professional development.
12	Participate in the 24-hour, 365/6 day on-call rota in compliance with the lone-working policy.
13	Attend regular supervision internal and external sessions.

Line Management Responsibilities (Y/N)	N
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Qualifications and Training

Desired	Domestic Abuse Qualification – Level 4 National Training Framework
	Train The Trainer Qualification
Essential	NVQ Level 3 or equivalent in relevant field
	Adult and Child Protection and Safeguarding (provided)
	Health and Safety (provided)
	Lone Working (provided)
	Data Protection and Confidentiality (provided)

Person Specification

Criteria	Essential	Desired
Education and Qualifications	At least NVQ Level 3 or equivalent in a relevant field, i.e. Health and Social care or Advice & Guidance	NVQ Level 4 or equivalent in a relevant field Qualification or training in Domestic Abuse (up to group 4 of National Training Framework). Train The Trainer Qualification
Experience	At least 2-years experience of working with vulnerable people and assessing their needs Risk assessment and risk management for vulnerable women Experience of working in a supportive role with women Developing client-centred support plans Delivery of training to professionals	Experience of working with Black, Asian and Minority Ethnic women.
Knowledge, skills and abilities	Knowledge of issues around domestic and sexual violence and abuse and its effects on women and children Proven liaison with statutory and voluntary agencies Ability to manage own caseload and work autonomously.	Knowledge of one or more of the following areas: - So-called Honour Based Violence (HBV) Female Genital Mutilation (FGM) Welfare Rights & Benefits Legal issues Housing Child Protection

		Substance Misuse Immigration Process
Personal attributes	<p>Good communication skills both oral and written</p> <p>Good interpersonal skills and an empathic approach to women and children affected by domestic abuse</p> <p>A team player</p> <p>Good organisational skills and the ability to prioritise workload effectively</p>	<p>Experience using Oasis DA or other database systems</p> <p>Previous monitoring, evaluation and report writing experience</p>
Other	<p>Driving Licence and use of own car with business insurance</p> <p>Commitment to the principles, aims and objectives of Women's Aid</p> <p>Ability to work within flexible work-pattern</p> <p>Computer literacy – preferably Microsoft office</p>	<p>Ability to speak ethnic language</p> <p>Ability to speak Welsh</p>