**Berkshire Women’s Aid**

 **Job Description**

Job Title: **West of Berkshire Specialist BAMER Outreach Worker**

Job Purpose: **To provide specialist outreach support to victims of violence against women and girls in the Black, Asian, Minority Ethnic and Refugee (BAMER) Communities.**

Accountable to: **Service Development Manager**

Line Manager for: **None**

**Responsibilities:**

1. **To work in West of Berkshire team**
* To work in partnership with voluntary and statutory organisations
* To work in partnership with other BWA staff, volunteers and colleagues to provide support to BAMER women
* Work alongside existing domestic abuse services in Reading, Wokingham and West Berkshire to provide support to BAMER victims
1. **To provide support, advocacy and information**
* Meet or speak on the telephone with victims of VAWG in the BAMER Community including victims of Forced Marriage (FM) and Honour Based Abuse (HBA) to provide initial support and information
* To advocate for victims from BAMER Communities as appropriate
* Provide appropriate crisis support to clients
* Signpost people appropriately
* Provide follow-up support
* Support to be provided in a culturally sensitive and appropriate manner
1. **Community Engagement**
* To engage with BAMER Communities to explore their needs
* To work in coordination with the BAMER Strategic Lead for the Thames Valley sharing data and knowledge
* To share good practice and learning with BWA wider teams to improve response to BAMER survivors
* To work with the VAWG Strategic Lead for the BAMER Project to improve response to BAMER communities; including victims and perpetrators.
* Attend meetings as and when required to support these clients women within the Child Protection process
1. **Publicise the work of BWA in the area**
* Ensure those who are experiencing domestic violence or abuse in BAMER communities know about the services BWA provides
* Maintain good working relationships with local voluntary and statutory agencies to keep up-to-date on local resources available to clients
* Build close links with relevant local community and faith groups
* Ensure local agencies refer clients to BWA, and that they do so appropriately
1. **Be an active member of the team**
* Liaise and coordinate with other team members to provide a cohesive quality service
* Participate in, and contribute to, team meetings
* Share with other team members previous experience, skills and up-to-date knowledge which may be relevant to the team in providing its service
* Keep up to date on local and national changes and best practice when supporting BAMER victims including FM and HBA and issues that affect them.
1. **Maintain accurate records in line with BWA procedures, regarding all aspects of service delivery for monitoring and other purposes**
* Collate statistics on work undertaken with BAMER clients including those at risk of FM and HBA
* Contribute to BWAs quarterly monitoring report and as part of contract monitoring.

*The above is provided for guidance and is not an exhaustive list of all accountabilities that the post holder may have over time.*

**Personal Specification**

**West of Berkshire Specialist BAMER Outreach Worker**

# Experience, skills and knowledge may have been gained in paid or unpaid work

## Essential Previous Experience and Knowledge

* experience of working directly with a wide range of people in a service provider role
* experience of gathering and assessing information sensitively
* experience processing information and working to agreed outcomes
* experience of giving accurate detailed information to others
* experience of keeping detailed records
* experience of working in a team to provide a service
* knowledge of Honour Based Abuse and Forced Marriage issues
* demonstrate an understanding of equality and anti-discriminatory principles and practice
* Knowledge of the dynamics and impacts of VAWG abuses

## Essential Skills

* able to be an active and empathetic listener
* able to form working relationships quickly
* able to work within professional boundaries
* able to keep methodical and accurate records
* computer literate
* able to make practical and realistic plans
* be fluent in at least two other languages, in particular Urdu / Punjabi and/or Swahili and Arabic
* Understanding of how to provide services appropriate to diverse client groups e.g. BAMER and LGBT+ clients
* Ability to build trusting relationships

**Should a number of applicants fulfil the essential requirements of the post, preference will be given to applicants who meet these desirable requirements.**

## Desirable Skills

* experience of facilitating groups
* experience of working within a confidential service
* experience of representing a service or cause positively and persuasively
* car owner and have current driving license

## Desirable Knowledge

* criminal and civil justice system
* knowledge of welfare rights and benefits
* knowledge about issues relating to mental health, substance misuse
* knowledge of statutory and voluntary agencies available to provide services to victims and their children