

Role Title	Project Worker – Supporting Traveller Women in Prison
Location	Corduff, Dublin 15 - North Dublin, serving Dóchas Centre and the Greater Dublin area
Employment Type	Part-time (30 hours per week) and Fixed Term Contract until December 2026 - Subject to funding
Salary	€34,213 - €52,883 (<i>depending on experience</i>)
Contact Person	Paula / Denisa on 014530355 or recruitment@barnardos.ie
Closing Date	12pm Tuesday 12 November 2024
Interview Date	To Be Advised

Project: Supporting Traveller Mothers in the Criminal Justice System and their families.
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Project Location and Contact Details

Address: 22 Corduff Park, Corduff, Dublin 15, D15 EA03 - working to provide support at the Dóchas centre and the Greater Dublin area

Telephone: 01-8262434

What does our Service do?

Through research completed by the Traveller Justice Initiative and data collected through peer support work facilitated in the Dóchas Centre by the National Traveller Women's Forum, with wider research undertaken by the Irish Penal Reform Trust, tell us that there is:

- Very high rate of mental health issues - (estimated at 60%) occurring for women in prison with over 23% requiring psychiatric intervention(s)
- High rate of drug dependency (2010 annual report of the Dóchas Centre Visiting Committee estimated that one-quarter of prisoners are on a methadone maintenance programme).
- High rate of domestic violence (minimum of 50% of women prisoners)
- High risk of homelessness (women being particularly more at risk of homelessness on release)

These issues affect Traveller women more acutely, and they experience complex trauma and stigma and ostracization arising from their prison experience. This is exacerbated by lack of knowledge of the judicial system, literacy difficulties, cultural alienation and the impact of detention on children.

This innovative model of support will be delivered by Barnardos, in partnership with the National Traveller Women's Forum (NTWF) and Traveller Justice Initiative (TJI). Barnardos, Ireland's leading children's charity, works to give vulnerable children a better chance,

believing that childhood lasts a lifetime. Barnardos works with parents to strengthen their relationships with their children and to reduce the risks and increase protective factors required to safely care for their children. Barnardos delivers evidence-informed, outcome focused services for children and/or parents/carers in their homes, schools or in one of 50 Barnardos centres based across the country.

This trauma informed flexible model of support, meets the wide range of needs of Traveller women as well as their families. The Project Worker will be employed by Barnardos to develop relationships with Traveller women in criminal justice system to identify their needs as parents. The service will then develop individual plans (short, medium and long-term) with Traveller women and their families. A Bespoke package of support will be offered at each stage of the criminal justice system (pre-sentence, probation, pre-release and post-release) and will include:

- Intensive parenting support to build parenting skills; strengthen family relationships; understand children's needs; improve family communication; ensure meaningful access and positive family time; and supporting parental engagement in decision making relating to their child
- Practical supports including the coordination and liaison with a range of criminal justice and community-based services to create a collaborative and cohesive plan. A referral arrangement will be put in place (adding value to – rather than duplicating - existing services). A case management and inter-agency approach will be used (with interagency meetings held where required)
- Support in building and strengthening individual family and community networks to create safety and enhance outcomes

We also facilitate group work sessions for the parents in the Dóchas Centre on a weekly basis.

**Project Worker
Job Description**

Post:	Project Worker
Location:	Corduff, Dublin 15, North Dublin, serving Dóchas Centre and the Greater Dublin area
Responsible to:	Project Leader
Works with:	National Traveller Women's Forum, Traveller Justice Initiative, Dóchas Women's Prison, Criminal Justice System, Barnardos staff, Tusla and other Statutory, Community and Voluntary Agencies who work with Traveller Women and their Families.

Job purpose

To provide a trauma informed flexible model of support, to meet the wide range of needs of Traveller women as well as their families. To develop relationships with Traveller women in criminal justice system in order to identify their needs as parents. The service will then develop individual plans (short, medium and long-term) with Traveller women and their families. A Bespoke programme of support will be offered at each stage of the criminal justice system (pre-sentence, probation, pre-release and post-release). This service also facilitates group work sessions in the Dóchas Centre on a weekly basis.

Core Job Requirements

- To develop purposeful relationships with Traveller women in the criminal justice system and their families.
- To assess the needs of Traveller women and their families referred to the service.
- To plan, implement and review programmes for Traveller Women and their families based on the assessment of their individual needs.
- To offer bespoke support at each stage of the criminal justice system (pre-sentence, probation, pre-release and post-release).
- To offer intensive parenting support to build parenting skills and strengthen family relationships
- To provide information on legal processes and criminal justice system
- To liaise with probation and court services and other professionals involved in the family's lives.
- To support the development of plans which ensure adequate safety and care for children of Traveller mothers entering prison system.

- To support the development and maintenance of positive family relationships and communication.
- To develop plans which minimise the impact of legal proceedings on family functioning and children's wellbeing.
- To plan and facilitate weekly group sessions for the women in the Dóchas Centre
- To lead on strong interagency approach to work and liaise effectively with statutory, community and voluntary organisations which support the effective transition back to communities' post release.
- To keep regular records in relation to all aspects of work and prepare reports as required.
- To gather information statistics and prepare reports as required, including administration of databases as appropriate to the role.
- To support the gathering of data required for evaluation of service process and impact.
- To be vigilant for signs of physical, sexual and emotional abuse, neglect and any concerns regarding the welfare of children. To record concerns promptly and accurately. To consult with the Designated Person and take appropriate action in accordance with Barnardos Child Protection policy.

Requirements of all Barnardos staff

- Commitment to the purpose of Barnardos and to work within the values, policies and procedures of the organisation and in the context of current legislation and regulations.
- To participate in regular supervision with your line manager.
- To actively participate in team and staff meetings and service reviews/ evaluations and to contribute to the development of policy and practice with your area of work and within Barnardos as a whole.
- To report any area of concern to your line manager in a timely manner.
- To show reasonable flexibility in relation to hours of attendance to meet the needs of the work. Work during unsocial hours may be required.
- Have a flexible approach to the work in response to organisational change, development and review of best practice.
- Participate in and engage with a performance management programme.
- Identify training needs with your line manager and participate in training opportunities appropriate to the role.
- To be vigilant to any Health, Safety and Welfare risks in the workplace and bring any concerns to the attention of your line manager or local Health & Safety Officer.
- To be vigilant to any concerns regarding the protection and welfare of children and to bring them to the attention of the Barnardos Designated Person in a timely manner, in keeping with the Barnardos Child Protection policies.
- To participate in the efficient flow of information within the organisation by sharing and seeking information as appropriate.
- To undertake other duties as may be requested by the line manager from time to time.
- To undertake your work in a manner that is friendly, flexible and informal.

Note: This Job Description will be reviewed and updated in line with the needs of the work.

**Project Worker
Person Specification**

Personal Attributes

- Commitment to equality and anti-discrimination
- Commitment to the delivery of quality services to mothers, children, young people, families and carers
- Ability to act on own initiative and consult where appropriate
- Ability to work under pressure and solve problems effectively
- Excellent communication skills
- To be committed to adhering to best practice in the work and be innovative and open to change
- To be flexible and adaptable
- Ability to form effective and purposeful relationships with children, young people, families/carers, colleagues and other agencies

Experience

- Excellent understanding of issues affecting Travellers and women in prison.
- A minimum of 2 years' post-qualification experience of working with children and families experiencing discrimination, poverty and disadvantage.
- Experience of working in family support and partnership context with vulnerable families.
- Experience of planning, implementing and reviewing programmes with children and/or families.
- Experience of analysis and report writing.

Qualifications

A recognised third level practice qualification¹ (minimum Level 7 on the QQI) in one of the following:

- Social Care
- Social Work

Or related discipline (Nursing, Psychology, Family Support, Youth Work or Early Years' Education).

A full driving licence and access to the use of a suitably insured vehicle is essential.

**Barnardos is an equal opportunity employer.
We celebrate diversity and are committed to creating an inclusive environment for all.**

¹ Course content should include relevant student placements