

A Way Out is recruiting to the following role as part of forming a specialist Criminal Justice team:

Equality, Diversity & Inclusion Lead – part time, 18.5 hrs pw £24,000 pro rata (1 vacancy)

We are looking to recruit an experienced, responsive, positive and pro-active individual who can take the service forward with enthusiasm to ensure that we are providing a service that is fully accessible, inclusive and responsive to the needs of the people using the service. The post-holder will lead on the co-ordination of the service offer of the programme to ensure the full inclusion and progression of participants with diverse needs, including but not limited to those with:

- disability
- additional learning support
- gender identity and gender expression
- Cultural and religious
- Cultural and religious

We are looking for experienced candidates who can use their initiative and creativity to work with people and organisations in an empowering way. As well as holding a small caseload, the post holder will be required to work effectively with staff across the service offer so that this delivers the desired outcomes in the most effective manner. The post-holder will also be required to provide support, advice and guidance to the programme management team to ensure that we remain up to date with legislation and best practice.

Women become involved in the Criminal Justice System for a complex range of reasons. In A Way Out's gender specific services we provide holistic support *to women by women*, to overcome challenges and address needs, enabling them to successfully move-on from services and live fulfilling, crime free flourishing lives.

We work closely with local community organisations to encourage women involved in the Criminal Justice System including those who may be serving Community Sentences, serving a custodial sentence, being released from Prison and those subject to Multi-agency Public Protection Arrangements (MAPPA) to access existing resources as well as working to build new opportunities. We support women to build upon their strengths and work through any barriers that are preventing them from progressing and achieving their potential.

These roles are agile working which will include being office based, delivering within the community and with the possibility of some home working, therefore you will need to be able to work effectively independently, and as a virtual team, under pressure to meet challenging deadlines.

At A Way Out we value a diverse workforce and are keen to recruit people of all ages and from all backgrounds, abilities and ethnicities.

For further information please see the specific Job Descriptions and Person Specifications below.

Applications should be forwarded to anita.burke@awayout.co.uk

Closing date for applications in the first instance is 21.04.21.