

## **Community development worker (Life After Detention)**

### **Job Description**

**Reports to:** Director

**Hours:** 0.2 FTE / 7 hours pw

**Salary:** SJC scale points 28-32 (currently £27,916 - £31,709)

Deadline for applications is Tuesday 13 April at 5pm

Interviews will be held on Thursday 22 April

### **Background**

Scottish Detainee Visitors supports people in immigration detention in Dungavel Immigration Removal Centre and on release, and influences policy on detention.

Scottish Detainee Visitors' Life After Detention group has been operating for several years as a source of peer support and a space for creative activities for people who have been released from immigration detention. A recent evaluation of SDV found that members valued involvement in the group for the support and orientation to life in Glasgow that it offered, but recommended that the group would benefit from a clearer articulation of its scope and purpose.

We wish to appoint a community development worker, initially for six months, to continue to support group meetings and activities, and to work with the group's members to establish clearly the group's scope and purpose.

SDV staff are currently working from home and will be doing so until Covid restrictions allow return to our office in central Glasgow. The Life After Detention group is currently meeting online as it is not possible to meet in person. As Covid restrictions ease, we expect to gradually resume face to face meetings.

### **Main areas of responsibility**

- Work with the Life After Detention group to review the group's scope and purpose
- In collaboration with members of the group report to the Board with recommendations on the future of the LAD group in relation to its scope and purpose by the end of the contract period.
- Identify the needs of people with experience of detention and immediately on release and how these are best met
- Support the group to meet weekly (currently online) and work with them to plan, implement, monitor and evaluate a programme of social, educational and cultural activities.
- Provide support to group members by signposting to other services, providing information and practical assistance
- Work with other organisations including Dungavel to increase awareness of the group and seek referrals for new members
- Facilitate the induction and welcome of new members to the group

- Provide support and guidance to volunteers working with the group
- Provide regular reports to the director and board of trustees on progress towards agreed objectives and targets
- Represent SDV at appropriate networks as required.

The community development worker is to undertake such duties and responsibilities appropriate to this post, not specifically mentioned in this job description, as allocated by SDV's board and director.

### **Person Specification**

In order to be considered for interview, candidates should indicate how they fulfil some or all of the criteria below. Please include specific examples, either from voluntary or paid work or from personal experience.

#### **Essential**

- Community Development degree or similar and/or a proven track record of working effectively in a community-based service or working at a community level for three years or more
- A solid understanding of a community development approach to work
- Experience of effective partnership work
- Ability to organise and prioritise own workload with minimal supervision
- Ability to communicate effectively in a small team;
- Experience of supporting the development of groups/networks/committees
- Awareness and understanding of the issues faced by people with experience of and at continuing risk of detention
- Experience of supporting vulnerable people
- An understanding of and ability to work within professional boundaries
- Experience of working with volunteers
- Excellent written and verbal communication skills
- Excellent interpersonal skills with people from a wide range of backgrounds
- Excellent computer skills including Word, Excel, Powerpoint, email and social media
- Ability to deal with sensitive and confidential information and to maintain strict confidentiality in line with GDPR and other relevant data protection legislation;
- Commitment to and ability to implement equal opportunities policy across all aspects of the role;
- Ability to work flexibly (including some evening and weekend work).

#### **Desirable**

- Knowledge of statutory and voluntary services at a local level
- Experience of working with people with asylum and immigration issues and experience of detention
- Personal experience of navigating asylum, immigration and detention systems
- Membership of the Community Learning and Development Standards Council

## **SDV charitable objectives and values**

All employees of SDV are expected to work within the objectives and values of the organisation.

### **SDV's charitable objectives are defined in the SCIO Constitution as being**

- To relieve the conditions of stress and isolation of asylum seekers and refugees in Scotland who are or have been in immigration detention ;
- To improve the health and wellbeing of people in Scotland who are or have been in immigration detention
- To raise awareness around the issues of detention and advocate for change in order to further our other charitable objectives

### **The Constitution goes on to list the following activities to be undertaken to achieve these objectives:**

- Service provision: We provide regular visiting services to people detained under immigration powers in Scotland and support people who have been released from immigration detention
- Volunteer support: We provide support and regular training to ensure we have confident and competent volunteers
- Awareness raising: We work independently and with partners to raise awareness of issues around detention

### **SDV Values**

It is essential that SDV staff are aware of and adhere to the values of the charity. These are:

- Advocacy: we seek out opportunities to communicate the experience of people in immigration detention and people building a life after detention, and consequently the need for just and humane policies in relation to immigration processes and specifically, the abolition of detention.
- Confidentiality: we will not share personal identifiable information about people in detention outwith SDV or unless given permission to do so.
- Diversity: we benefit from actively seeking diversity amongst staff and those with voluntary roles including trustees.
- Integrity: we aim to act with honesty and transparency.
- Respect: we relate to each other, the detainees with whom we have contact and the staff at Dungavel, with respect.
- Safety: we work to ensure the emotional and physical safety of volunteers and staff.
- Support: staff and volunteers are supported in fulfilling tasks and roles.
- The power of listening and bearing witness: listening to people's stories of immigration detention enables us to offer respectful recognition and acknowledgement of those experiences and the unique meaning it has to each person.
- The power of voluntary action: the time given generously by volunteers is central to our work.