



Job Description and Person Specification

Job title	Disability Hate Crime Caseworker
Reporting to	Project and Evaluation Manager
Hours	35 hours per week (job sharing will be considered)
Salary	Between the range of £25,500 - £27,800 based on skills and experience
Start Date	May 10 th 2021 or as soon after this date as possible
Contract type	This is a fixed term 12 month contract with the possibility of extension

This post is subject to a satisfactory Enhanced DBS (Disclosure and Barring Service) check.

Overall Purpose of Role

To lead a programme of preventative and supportive work around Disability Hate Crime (DHC), ensuring that Deaf and Disabled people in Merton report DHC and are supported to address issues resulting from DHC.

About Merton CIL

Merton CIL is a user-led organisation promoting the inclusion, choice, and independence of Deaf and Disabled People in Merton. We were

established to provide a voice for Deaf and Disabled People in the borough and to provide support to Deaf and Disabled People in all areas of their lives.

About the Disability Hate Crime Prevention and Reporting Service

In our consultations with local Deaf and Disabled people, as well as through case work, we are told that disability hate crime and incidents are a concern locally. We have members being spat at in the street, harassed on public transport, and facing significant neighbour conflict, as well as incidents of politicians using disability hate language in the local press.

London Borough of Merton research shows that Deaf and Disabled people feel less safe and are more worried about crime and anti-social behaviour than non-Deaf and Disabled people (Merton Resident's Survey) and national research shows that low-level but repeated incidents and harassment have the potential to escalate into crimes with very serious consequences.

Disability hate crime is significantly under-reported and we expect as lockdown eases, incidents of this type of crime will increase.

Key Tasks and Responsibilities

To address low reporting of DHC by:

1. Holding pop-up events throughout Merton to raise awareness of DHC.
2. Promoting Merton CIL as a third-party reporting hub.
3. Working with statutory and voluntary partners to improve recognition of DHC.

To provide effective support for survivors of DHC by:

4. Providing dedicated advocacy support to high-risk individuals in reporting and addressing DHC.
5. Running a monthly support group for DHC survivors to discuss their experiences and build resilience.
6. Handling a DHC reporting phone line and to signpost people to appropriate organisations where we can't support.
7. Making appropriate referrals to in-house and/or external services to enhance people's future resilience, e.g. benefits support.
8. Developing referral pathways with external organisations who may be in touch with DHC survivors, such as LGBT or BME groups.

To work on prevention of DHC by:

9. Undertaking preventative work including visiting 1 Deaf and Disabled people's group in Merton per quarter to inform them about their right to be safe.
10. Run local community events to raise issues around DHC.

General duties:

11. To be responsible for the implementation of monitoring, evaluation and quality assurance procedures by keeping accurate and detailed records.
12. To research and to keep informed of new legislation and changes to existing law and policy on issues affecting Deaf and Disabled people.
13. To ensure appropriate public promotion of the service and to contribute to the design and updating of publicity materials for the service.
14. To undertake such duties as from time to time may reasonably be required as well as carrying out duties of the post within an equal opportunities framework and adhere to all Merton CILs policies and guidelines.
15. This job description reflects the requirements of the post at the time of writing. The needs and circumstances may change over time and therefore the Job Description may need to be reviewed in the light of any such changes which may occur.
16. Where required support the Project and Evaluation Manager with the Pan London Disability Hate Crime project.

Person Specification

Essential

1. Experience in providing one-to-one instructed advice or advocacy.
2. Knowledge around one or more of the following: disability hate crime, policing, criminal justice, local authority structures, housing and homelessness and social care.
3. Knowledge and experience of adult Safeguarding.
4. Committed to working to the 'Social Model of Disability' and the 'Disability Rights Movement'.
5. Experience building relationships with external organisations and statutory agencies.

6. Excellent communication, inter-personal and negotiating skills.
7. Ability to work effectively under pressure and ability to work using own initiative with supervision.
8. Ability to handle with discretion information which may be confidential or sensitive.
9. Ability to work effectively as a member of a team.
10. Ability to be flexible and responsive to change.
11. Strong IT skills (including Word, Excel, outlook) and ability to use electronic monitoring to keep records of casework.
12. Comfortable with a combination of working from home and in office environment.

Desirable

- Experience of working with Hate Crime and/or Domestic Violence Survivors
- Lived experience of disability.
- Experience in 'outreach'.

Closing date for applications: 5pm Thursday 15th April 2021.

Candidates invited to interview will be informed by 5pm on Friday 16th April 2021.

Interviews will take place during the week commencing Monday 19th April 2021 via Zoom or Microsoft Teams.

Start date: 10th May 2021 or as soon as possible thereafter.

If you require additional support completing this application due to an access need, or if you would like further information about the role or the application process, please get in touch on 0203 397 3119.

Please apply with:

- A completed application form
 - A completed monitoring form
- to info@mertoncil.org.uk

Deadline for applications: 15/04/2021
Interviews planned w/c: 19/04/2021

**The London
Community
Foundation**

M O P A C

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

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