



## Additional Information

### About Barod

Barod has been helping individuals and communities tackle drug and alcohol problems in Wales for over 50 years.

#### Our Vision

Our vision is to bring about positive and sustained change for individuals and communities in support of the aspirations and needs of those affected by their own and someone else's drug or alcohol use, by offering opportunities aimed at minimising harm and maximising resilience.

#### Our Purpose

Provide support, information and advocacy to those who are vulnerable and marginalised as the result of their own or someone else's drug and / or alcohol use, in order to improve their physical, social and emotional well-being.

Improve individuals', communities', and society's understanding and awareness of the relationship between drug / alcohol use, vulnerability and exclusion, in order to overcome barriers which perpetuate the cycle.

#### Our Ethos

The belief that individuals and their experiences are unique. Everything else flows from this, requiring services to be person-centred, flexible and wide-ranging to effectively meet the diversity of need. The belief that all individuals are entitled to respect and dignity within a safe environment.

### Our Values

We employ passionate and motivated team-players who share our organisational values. We want our staff to 'live' our values and behaviours as they are at the heart of everything that we do.

Barod Values are: **Integrity, Positive Attitude, Empathy and Adaptability.**



### Pre-Employment Disclosure and Barring Service Check

Due to the nature of this job, it will be necessary for the appropriate level of Disclosure and Barring Service Check to be undertaken. Therefore, it is essential in making your application you disclose whether you have any current or pending charges, convictions, bind-overs or cautions and, if so, for which offences.

This post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action by the organisation.

The fact that a current or pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. However, should an offer of employment be considered, Barod will endeavour to discuss such disclosures with you in a confidential setting, in order to determine suitability for the role, prior to making any final decision.

### Working Environment

- The post holder will be required to work flexibly around the needs of the people who use our services. This may include working at multiple locations and flexible working hours outside of the normal working week and may include weekends.
- This role involves travel across the region both to offices and community settings (with occasional possibility of transporting volunteers/clients) therefore the post holder is required to have a full current driving licence, permitting them to drive their vehicle in the UK and have full access to their own personal mode of transport which is insured for business use.
- Barod recognise that everybody has the right to a safe and healthy workplace, which is suitable for all who work in or visit them, including workers with any kind of disability. Barod will ensure that all Workplace Health, Safety and Welfare Regulations (1993) are adhered to and reasonable adjustments, where it is practicable to do so, will be made to address need.
- An Inclusive Workplace - We want Barod to be a workplace that truly reflects the diverse backgrounds and experiences of the people we support. We want staff to be authentic and bring their whole selves to work. We welcome and appreciate applications from all people regardless of race, gender, age, religion, disability, identity, sexual orientation and experience. We are committed to em-



bedding anti-discriminatory practices into the fabric of our organisation to ensure that people from the LGBTQ+ community, disabled staff, people of colour and people of faith and any other excluded/marginalised group belong.

#### ADDITIONAL INFORMATION

- **Welsh Language:** The post holder is expected to work to the standards set within Barod's Welsh Language statement and to help to implement Barod's 'Welsh Language Action Plan,' as reviewed on an annual basis.
- **Job Description:** This Job Description accurately reflects the present position; it may be amended and reviewed at any point in the future. Any change will be made following a proper period of consultation.
- **Webchat Service:** Barod's Webchat service provides support, including brief interventions, to make services more accessible via an online platform. The postholder is expected to undertake sessions covering the live Webchat service when necessary to support the running of this facility.