

JOB ADVERT

Job Title:	Wiser Project Specialist Advocate
Responsible to:	VAWG Service Manager
Contract Type:	Fixed term contract until March 2022
Salary:	£26-27.5k pro rata
Working hours:	21 hours per week
Benefits:	Nest pension, 25 days annual leave + public holidays (pro rata) (FTE) + the office is also closed between Christmas and New Year

This post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

Background and aim

This exciting new partnership service will provide specialist advocacy for women whose experience of violence (VAWG) intersects with multiple and severe disadvantage. We will work with women who are frequently excluded from mainstream services and/or find it hard to engage with support, which increases their vulnerability and risk. Our assertive outreach approach, working across four London boroughs, will enable women to access support, increase their self-esteem, reduce their risk and make safe choices.

We are looking for an experienced, dynamic Specialist Advocate to join our advocacy and support team with a specific remit to reach and support women facing multiple disadvantage. You will be expected to work intensively with service users as part of a multidisciplinary team, collaborating extensively with external agencies.

You will be able to demonstrate knowledge of the intersection between severe and multiple disadvantage and VAWG, a strong understanding of how this can make it difficult for women to engage with support and an ability to reflect on your own practice. You will have worked with people experiencing various aspects of severe and multiple disadvantage: homelessness, substance use, mental health issues, insecure immigration status, prostitution, offending history and children taken into care.

Job Summary and purpose of the role

- Ensuring Turkish, Kurdish and Cypriot Turkish (and other Turkish-speaking women including Bulgarian and Azeri) women who are experiencing VAWG and severe and multiple disadvantage (SMD) are provided with advocacy and support. SMD is defined as a woman experiencing three or more of the following: affected by homelessness, women with insecure immigration status, women with substance misuse, women with mental health problems, women with a history of offending behaviour, women involved in prostitution, women whose children have been taken into care and may be at risk of further removals
- Promoting multi-agency awareness and coordinated service delivery between VAWG, housing, legal, mental health and substance use agencies

- Supporting and enabling women affected by VAWG and experiencing multiple disadvantage to reduce risk, make informed choices and build self-esteem
- Building/maintaining effective relationships across statutory and voluntary sector partners
- Delivering specialist training on BAMER and migrant women's experiences of VAWG to VAWG professionals, and if appropriate related fields to support their work.

Main Duties and Responsibilities

1. General:

- 1.1 Use an assertive outreach approach to engage women with the service
- 1.2 Assess women referred to the service to ensure they meet the eligibility criteria, and signpost any women who do not to other services
- 1.3 Promote social inclusion, encourage independence and develop personal resilience of women affected by violence against women and severe and multiple disadvantage

2. Case work

- 2.1 Solution-focused casework interventions with women from Turkish, Kurdish, Cypriot Turkish (and other Turkish-speaking) communities who have experienced VAWG and severe and multiple disadvantage
- 2.2 Risk assessment using SAFELIVES and co-producing risk management plans as well as comprehensive support planning
- 2.3 Facilitate service user to access range of support and statutory and voluntary agencies
- 2.4 Provide emotional support using a psychologically informed approach
- 2.3 Build and maintain supportive relationships with women
- 2.4 Ensure ongoing assessment and management of risks associated with service users within an attitude of 'positive risk taking'
- 2.5 Provide support with life skills, including practical assistance where skills are not yet developed
- 2.6 Maintain accurate case notes and up to date records
- 2.7 Contribute to the completion of outcomes reports and funding returns

3. Advocacy and support services

- 3.1 Promote peer support work with women experiencing multiple disadvantage
- 3.2 Empower women to access benefits and services they need
- 3.3 Involve service users in the design, development and delivery of the service
- 3.4 Contribute to the development of peer support network and 'survivor' forum

4. Training

- 4.1 To deliver trainings to professionals working in the field of BME and refugee and migrant women's experiences of VAWG, and if appropriate related fields to support their work.
- 4.2 To liaise with agencies, statutory sector professionals, secondary schools to organise awareness-raising sessions on the forms of DV i.e. Forced Marriage, Honour Based Violence and Female Genital Mutilation.

5. Multi-agency

- 5.1 Engage with a wide range of professionals (some of whom may have very different approaches to problem solving) through a multi-agency approach, and advocate to agencies on behalf of the Project and its service users
- 5.2 Promote coordinated, joined-up service delivery for service users between violence against women services and drug and alcohol agencies, mental health, housing, health and legal agencies
- 5.3 Contribute to service-wide communications plan and ensure that information about the service is widely available locally to other agencies and is also readily accessible to potential service users
- 5.4 Educate a wide range of agencies and stakeholders about the challenges faced by Turkish, Kurdish and Cypriot Turkish service users and women experiencing multiple disadvantage
- 5.5 Proactively develop of links with local statutory and voluntary organisations to provide a range of engagement opportunities for service users in the community

- 5.6 Attend and contribute to the Domestic Violence MARAC, case conferences, family and child meetings, court hearings when necessary/required
- 5.7 Contribute to monitoring and evaluation of the project
- 5.8 To liaise with other agencies, statutory sector professionals, secondary schools to organise awareness raising sessions on the forms of DV i.e. Forced Marriage, Honour Based Violence and Female Genital Mutilation.

6. Organisational duties

- 6.1 To produce advertising and marketing material for the project as and when necessary
- 6.2 To actively facilitate user involvement in the service.
- 6.3 When necessary submit and present reports to IMECE's VAW Team Manager
- 6.4 Attend project partnership meetings and present IMECE's work to other partners as and when required
- 6.5 To be involved in the production of IMECE's annual report
- 6.6 To represent Imece at meetings, seminars and conferences as directed
- 6.7 To attend all approved training courses
- 6.8 To undertake evening and weekend work as required
- 6.9 To adhere to IMECE Women's Centre's policies and procedures including confidentiality and information sharing, safeguarding, record keeping, health & safety and equal opportunities policies.
- 6.10 To promote and ensure compliance with IMECE Women's Centre's Diversity Policy and strategies; to value diversity and find innovative and creative ways of engaging with all sections of the local community.
- 6.11 To be responsible for the safety of the building and undertake all duties in line with Health and Safety
- 6.12 To attend all team, staff meetings and when directed management committee meetings
- 6.13 To represent IMECE externally, including Women's Day events, marches and other relevant demonstrations.
- 6.14 To undertake any other duties as may be required

Please note this job description is intended to outline the main duties of the post and may change as the post develops.

PERSON SPECIFICATION

Experience, Knowledge and Skills				
		E/D	A	I
1.	Must be a Turkish Speaking woman (Section 7.2 9e SDA 1975 and Equality Act 2010, pursuant to schedule 9 part 1 applies) (Kirmanci or Zazaki highly desirable)	E	X	X
2.	Awareness of intersection between severe and multiple disadvantage and VAWG, and a strong understanding of how the intersection of these issues can make it difficult for people to engage with support	E	X	X
3.	A resilient and assertive approach to reaching out to and building trust and positive relationships with women who are experiencing multiple disadvantage and who may present as reluctant to engage and/or may be presenting in crisis	E	X	X
4.	Experience of working within VAWG sector, including knowledge of the issues facing women, children and young people from Turkish Kurdish and Cypriot Turkish and women from other backgrounds affected by violence	E	X	X

	against women along with the ability to identify women's individual and collective needs			
5.	Experience of undertaking solution-focused advocacy and support through VAWG risk & needs assessments, casework and safety planning with survivors	D	X	X
6.	Non-judgemental, non-directive and anti-discriminatory approach to empowering women – including understanding impact of trauma on women	E	X	X
7.	Extensive experience in providing advice, advocacy and support in two or more of the following areas; housing, welfare, violence against women	D	X	X
8.	Experience of working in partnership with other agencies	D	X	
9.	Experiencing of working within safeguarding frameworks and a good knowledge of legal and welfare issues relating to children and young people	E	X	X
10.	Demonstrable experience of report writing to a high specification	E	X	
11.	An ability to manage, organise and prioritise own workload and to work independently and as part of a team within a framework of policies and procedures.	E	X	X
12.	Experience of developing and delivering workshop/training programmes and communicate clear messages to wide range of professionals	E	X	X
13.	Proficient written and verbal communication skills in computer literacy and the ability to complete records and reports effectively and accurately.	E	X	X
14.	Ability to advocate within a multi-agency framework	E	X	X
15.	Excellent communication skills with the ability to communicate effectively <ul style="list-style-type: none"> • with service users and statutory, voluntary and other stakeholders • verbally and in writing • advocating for service users, raising awareness of gender violence issues and representing IMECE 	E	X	X
16.	Ability to critically assess own performance and experience of delivering services to meet quality standards and agreed outcomes and outputs	E	X	X
17.	A broad base of administration skills including ability to maintain records and use IT and paper-based systems proficiently	E	X	X
EDUCATION, QUALIFICATIONS AND TRAINING				
		E/D	A	I
	NVQ3 and/or IDVA or DAPA qualification or proven experience	E	X	X
	Experience of working in the Violence Against Women / Social Care or similar fields or Degree level education/relevant professional qualifications.	D	X	X
	Formal / informal training in a range of gender violence issues	D	X	
	Evidence of continuing professional development	E	X	
OTHER REQUIREMENTS				

	E/D	A	I
Able to work evenings and work at weekends occasionally when required	E	X	X
Must have working knowledge of safeguarding children & adults, confidentiality and data protection and equality and diversity policy and procedures and comply with IMECE Women's Centre's policies and procedures at all times.	E	X	X
Commitment to improving services and life chances for women affected by VAWG	E	X	X