**Background Information on Forth Valley Rape Crisis Centre**

Forth Valley Rape Crisis Centre is based in Stirling. We support survivors of sexual violence across Forth Valley, and work with local partners to improve responses to sexual violence. We aim to create a safe space for survivors to receive support to heal from sexual violence, and to empower people to make informed choices about how their next steps. We are looking for an Advocacy worker to join our criminal justice advocacy team, supporting survivors of sexual violence who have reported to the police or are thinking of reporting. This is a hugely rewarding and varied role, and you will be joining a close-knit team who are passionate about providing the best possible support to survivors of sexual violence.

**Beliefs and Values**

Core beliefs

We believe that:

* sexual violence is both a cause and a consequence of inequality amongst genders. It is the result of harmful ideas about gender which influence all parts of society, from personal relationships to institutional responses
* we live in a society where dominant ideas about gender limit the freedom and rights of women, children and LGBTQ+ people and perpetuate negative stereotypes of masculinity for men
* many of the societal inequalities that exist amongst genders result from sexual violence, for example, disruption to education, limited access to housing or negative impacts on mental health
* sexual violence is often perpetrated as a form of hate crime where a person experiences violence as an attack on their identity. For example, it is often perpetrated as a form of homophobic or transphobic abuse
* gender based violence requires an evidence-based, gender-specific response
* survivors are the experts in their own experience and we will support them to exercise control and direction of their own lives

**Our Values**

**Kindness**

We recognise the importance of kindness and humanity in creating a warm, supportive and welcoming environment in the Centre itself, and for building strong relationships amongst staff, survivors, volunteers and trustees. FVRCC should be somewhere that feels good to be. We believe that kindness can improve resilience, strengthen the ability to withstand stress and challenges, and can contribute to positive, creative solutions. This means that we will:

* make space and time for "softer" values and activities, such as thera-pets, gardening and self-care workshops
* we see our employees as people first, and seek to understand and take account of personal circumstances and challenges
* recognise the impact that working with trauma has on people, and ensure that effective support arrangements are both put in place and used
* proactively recognise, monitor and, where possible, remove barriers to our services and to our governance

**Innovation**

We have the freedom to dream, and to imagine without boundaries the changes we want, to be creative, and to plan how to achieve those changes within the context of our current environment and values. This means that we will:

* welcome and create the space for creative and innovative thinking
* understand and pursue the needs of survivors, and develop innovative practice
* accept the risk that some things may fail, ensure that we learn from both success and failure, and build evidence
* listen to and respect the ideas and opinions of others
* create and maintain a learning culture, and invest in skills and development of staff, volunteers and trustees, building the capacity of the organisation
* be open minded, and consider the best ways to achieve objectives rather than simply following accepted wisdom or practices

**Survivor- centred**

Survivors and survivors' needs are at the heart of our thinking, planning and practice. We will:

* listen to survivors voices and ensure they are represented at all levels of the

organisation

* create an environment in which survivors can flourish and are empowered
* ensure that survivors views and ideas guide and shape our campaigning, decisions and service development

**Diversity and representation**

We are committed to improving diversity and representation as we recruit staff, volunteers and trustees, and to identifying and reducing the barriers to access for services. We will:

* support the participation and representation of different ethnic and racial identities, people with disabilities, age, sexual orientation and gender identity and the communities (urban and rural) of Forth Valley.
* proactively advertise and publicise opportunities and events across a broad range of organisations, communities and websites
* record progress through skills and governance audits, equal opportunities monitoring and gathering feedback from volunteers, survivors and participants

**Transparency**

We will all be as open and participative as possible, within the limitations of confidentiality and personal safety. We will:

* ensure that the survivors we support understand the nature of and limitations to confidentiality agreements
* have a fair, transparent and accessible complaints process

**Our pledge**

We will ensure that our core beliefs and values are at the heart of our governance, decision-making, campaigning and the development of our practice and our services.

**Background Information: National Advocacy Project**

The National Advocacy Project is funded by the Scottish Government and is a partnership between Rape Crisis Scotland and local Rape Crisis Centres across Scotland. The project aims to provide support and advocacy for survivors who have engaged or are considering engaging with the criminal justice system following a sexual crime. Rape Crisis Scotland is a national charity working to end sexual violence.

Rape Crisis Scotland’s aims are to:

* Challenge prejudicial attitudes towards survivors of sexual violence
* Work with local Rape Crisis Centres to ensure survivors are offered consistent, high quality support
* Provide a National Helpline to offer support to survivors of sexual violence across Scotland
* Assist in the development of new rape crisis provision around Scotland
* Provide a central information and resource service on sexual violence

Rape Crisis Scotland has 17 member rape crisis centres across Scotland. Forth Valley Rape Crisis Centre is based in Stirling. The post will require some travel in the Central Belt, eg to accompany survivors to court or to give police statements.

The broad objectives of the National Advocacy Project are:

* An improvement in the support available to survivors of rape and serious sexual crime
* An improvement in the experience of the criminal justice process for survivors of rape and serious sexual crime
* The development of a better understanding of motivations whether or not to proceed within the criminal justice process, and what difference advocacy support makes to this decision

**Female applicants only under Schedule 9, Part 1 of the Equality Act 2010**

**FORTH VALLEY RAPE CRISIS CENTRE JOB DESCRIPTION**

TITLE: Support & Advocacy Worker

HOURS: 28 hours per week

SALARY: £26,787(pro rata)

PENSION ENTITLEMENT: 6%

ANNUAL LEAVE ENTITLEMENT: 30 days plus 12 days public holiday (pro rata)

RESPONSIBLE TO: Centre Deputy Manager

Purpose of the post:

The overall aim of this post is to provide support and advocacy for survivors who are engaged, or considering engaging, with the criminal justice system following an experience of sexual violence.

NB: The post is fixed term till 31st March 2022 as a maternity cover, with the aim of securing further funding if possible.

**Summary of main responsibilities and activities – National Advocacy Project**

1. Provide advocacy for survivors of sexual violence engaging, or considering engaging, with the criminal justice system following an experience of sexual violence
2. Provide emotional and practical support for survivors of sexual violence whose cases do not proceed to court, including access to follow on services.
3. Develop and ensure the effective implementation of relevant referral processes to ensure survivors of sexual violence have enhanced access to support and advocacy services throughout their involvement in the criminal justice process.
4. Work in partnership with relevant agencies to enhance responses to survivors of sexual crimes, including, where appropriate, the development and delivery of training inputs.
5. Publicise the service offered through the advocacy service, to enhance access to the service across voluntary and public sector agencies.
6. Contribute to the development of national policy and strategic work around the criminal justice system and sexual offences through attendance at national advocacy project meetings and provision of information and feedback to the Rape Crisis Scotland National Coordinator.
7. Contribute to monitoring and evaluation frameworks to evidence the impact of the advocacy service for survivors of sexual violence and for partner agencies; including production of statistical data and participation in any evaluations which may be commissioned.
8. Attend training as required.
9. Participate in regular support and supervision sessions.
10. Participate in team meetings.
11. Any other duties that are relevant to the post and agreed with the Deputy Manager.

**Centre specific duties**

1. Contribute to the learning and development of staff and volunteers within the centre in relation to support and advocacy practice and the criminal justice processes.
2. Contribute to the running of the centre including responding to centre enquiries, assisting with general upkeep of the centre property, offering support cover during staff absence and other agreed duties
3. Any other duties as required by the post.

**Person Specification: Support & Advocacy Worker**

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| **Criteria** | **Essential** | **Desirable** |
| Experience | Experience of providing advocacy, crisis, emotional and practical support and information.Experience of working with people affected by rape or sexual abuse.2 years’ experience of working directly with survivors of gender-based violence. | Experience of multi-agency working at both case and policy levels. |
| Knowledge & Understanding | A feminist analysis of sexual violence.Understanding of the impact of rape and sexual abuse. Some knowledge of Scottish legislation, policy, and government strategy in relation to rape and sexual violence. | Understanding of the factors that may help or hinder reporting or disclosure of sexual violence.Understanding of independent advocacy principles. |
| Skills & Abilities | Excellent communication and negotiation skills.Capable of using own initiative and of meeting tight deadlines.Excellent organisational skills.Skilled in use of IT e.g. for case notes, email, internet searches.Ability to communicate confidently and persuasively with a variety of groups, organisations, and agencies. | Monitoring, data analysis, and evaluation skills.Report writing skills. |
| Qualifications |  | Rape Crisis Scotland, Violence Against Women, or Gender Based Violence training. |
| Other | Commitment to equality & diversity and anti-discriminatory practice.Ability to work flexibly and to do evening/weekend work as required.Ability to meet the travel requirements of the post. |  |