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Dear Applicant,

**Vacancy: Sexual Violence Prevention Worker - 28 Hours**

Thank you very much for your interest in working with The STAR Centre, Ayrshire’s Rape Crisis Centre.

I am enclosing:

* background information
* job description
* person specification
* application form
* equal opportunities monitoring form

Please note that the deadline for completed applications is 12noon **on** **Friday 15th October 2021.** You will be notified of an interview date should your application be shortlisted for interview. It is anticipated that interviews will be held online, towards the end of October.

At the STAR centre, we wish for our team to understand and relate to the differing circumstances and experiences that our survivor’s face. As such, we aim to build a team which is both diverse and dynamic in nature. We particularly welcome applications from under-represented groups. We look forward to receiving your application. Please note only women need apply under Schedule 9, Part 1 of the Equality Act 2010.

Please send your completed application to [admin@starcentreayrshire.org](mailto:admin@starcentreayrshire.org).

In the meantime, if you have any queries regarding the post, please email the Centre Manager: allison.macisaac@starcentreayrshire.org

We look forward to receiving your application.

Yours faithfully

Allison MacIsaac

Centre Manager

**Background Information: Sexual Violence Prevention Worker post**

There is increasing awareness of issues of sexual violence affecting young people (such as sexual bullying, pressures, and expectations around “sexting”, and violence within teenage relationships) and of the impact of increasing sexualisation in the media. This post is part of a national programme involving prevention workers based at thirteen rape crisis centres, coordinated by Rape Crisis Scotland, using a shared resource pack and evaluation framework. Regular training opportunities and a practitioners’ forum are provided as part of the programme. More information and the report from an external evaluation can be found at <http://www.rapecrisisscotland.org.uk/> under ‘Campaigns and Projects.’

The STAR Centre (previously the Rape Counselling and Resource Centre) was established over 30 years ago and works across Ayrshire, with premises based in Kilmarnock. The centre supports survivors of sexual violence and works with local partners to improve responses to sexual violence. The prevention worker post is an exciting addition to the team, enabling the centre to work in partnership with schools and youth agencies to create safe spaces for young people to discuss consent and healthy sexual relationships.

The STAR Centre is part of the Rape Crisis network in Scotland, which is made up of seventeen local member centres offering support to survivors of sexual violence and working in partnership with local agencies to develop approaches to tackling sexual violence. The work of the centres is supported by the national office, Rape Crisis Scotland, which also campaigns to raise awareness of sexual violence and its root causes, and works with agencies such as the police, Crown Office and health services to improve responses to those who are affected by and who perpetrate sexual violence.

The outcomes for this post are as follows:

1. National and local strategic approaches to sexual violence prevention are more consistent and more effective.
2. Strategic partnerships between rape crisis centres and local agencies are strengthened, promoting shared approaches to sexual violence and support for direct interventions by centres.
3. Young people have increased knowledge and more positive attitudes towards sexual relationships, and less tolerance of violence.
4. Young people have a greater role in shaping interventions in relation to sexual relationships.

The post is funded by the Scottish Government Children, Young People and Families Early Intervention Fund, with a future two year award pending.

**Background Information:  The STAR Centre**

The STAR Centre (Ayrshire’s Rape Crisis Centre) offer free, confidential and trauma-informed support and information to anyone over the age of 12 years who has experienced sexual violence or knows someone who has, across Ayrshire. We support people of all genders, including all members of the trans community and non-binary people.  We will listen, believe, and support anyone of any race, ethnicity, sexual orientation, disability, gender identity, religious and cultural background.

We offer support via face-to-face meetings; telephone support; email support; video calls and live chat drop-in sessions.  Our dedicated services include: Support, this service is for anyone over 25 years who has experienced any form of sexual violence at any time in their life.  Support is also available for friends and family members; Support for Young People, A dedicated service for young people aged 12 to 25 years, who have experienced any form of sexual violence; Advocacy, A specialised service for anyone who has reported or is considering reporting an experience of sexual violence that happened recently or in the past; Prevention, Our Prevention workers deliver sexual violence prevention workshops to young people aged between 12 and 25 years, in schools and youth groups across Ayrshire.

**Job description**

**Job Title: Prevention Worker**

**Salary scale: £26,500**

**Hours: 28 hours per week**

**Annual leave: 8 weeks inclusive of public holidays**

**Pension Entitlement: 6%**

**Responsible To: Centre Manager /Team Leader**

At the STAR centre, we wish for our team to understand and relate to the differing circumstances and experiences that our survivor’s face. As such, we aim to build a team which is both diverse and dynamic in nature. We particularly welcome applications from under-represented groups. Only women need apply under Schedule 9, Part 1 of the Equality Act (2010)

A PVG Check will be undertaken as part of the selection process.

**A Purpose of post**

The overall aim of this post is to develop local strategic approaches to sexual violence prevention, and to deliver interventions to young people around healthy sexual relationships using the Rape Crisis Scotland sexual violence prevention pack.

**B Summary of main responsibilities and activities**

**1. Strategic development**

Liaise with statutory and voluntary sector agencies (such as local education authority, youth and children’s services) and participate in multi-agency partnerships to develop strategic approaches to sexual violence prevention.

Liaise with Rape Crisis Scotland Sexual Violence Prevention Coordinator to increase connections and consistency between local and national approaches to prevention sexual violence.

Participate in practitioners’ forums with network of Rape Crisis prevention workers

Seek and develop opportunities for young people to be involved in shaping prevention interventions.

**2. Development of prevention education**

Deliver educational programmes in schools and other education and community settings using the Rape Crisis Scotland sexual violence prevention pack.

Develop partnerships with schools and other education providers to plan education programmes and to support the development of policy and practice in relation to sexual violence, in accordance with existing priorities such as Curriculum for Excellence, Getting it Right for Every Child and child protection.

Deliver information sessions to school staff and parents/carers as required.

**3. Support**

Respond sensitively to disclosures and facilitate young people’s access to support services as appropriate

Act on any child protection or wellbeing concerns identified during seminars according to centre’s child protection policies and procedures. Where appropriate, participate in multi-agency initiatives to promote the young person’s safety and wellbeing.

**4. Monitoring and Evaluation**

Gather evaluation data from young people and link professionals using the materials in the Rape Crisis Scotland sexual violence prevention pack. Pass data to Sexual Violence Prevention Coordinator to inform revision of materials and funding reports.

Contribute to any agreed evaluation procedures including external evaluations.

**5. Equalities**

Promote anti-discriminatory values and non-violence in all aspects of practice.

**6. Accountability, supervision and professional development**

Attend regular support and supervision with line manager.

Undertake training and development as required.

Adhere to centre’s policies and procedures.

**7. Team working and communication**

Work as a team with other centre employees

Attend regular team meetings

**8. Other**

Additional duties as required

**Person specification**

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| **CRITERIA** |  | **ESSENTIAL** |  | **DESIRABLE** |
| **Knowledge** | E1  E2  E3 | Understanding of feminist analysis of violence against women  Thorough knowledge of issues relating to sexual violence  Understanding of the impact of sexualisation of young people in the media and links with violence against women | D1  D2 | Knowledge of approaches to sexual violence prevention  Knowledge of current legislation, policy and strategy relating to education and to the violence against women agenda |
| **Skills and Abilities** | E4  E5  E6  E7  E8 | Ability to engage with young people in a range of settings  Ability to work effectively with a wide range of partners in voluntary and statutory agencies  Good communication skills both written and oral  Ability to organize and prioritise workload  Competence in use of IT, for example Word and Excel programmes, email and internet and delivery of Powerpoint presentations. Ability to engage with young people on social media and deliver workshops via online platforms. |  |  |
| **Experience** | E9  E10 | Experience of delivering workshops/groupwork to young people  Experience of responding to disclosures | D3  D4  D5 | Experience of developing educational materials or groupwork programmes  Experience of working with people affected by gender-based violence  Experience of evaluating interventions aimed at young people |
| **Qualifications** |  |  | D6 | Qualification in Social Care, Community Education, Youth Work or similar discipline |
| **Other** | E11  E12  E13 | Able to travel to various locations in the local area  Able to work flexibly and to undertake some evening and weekend work  Commitment to anti-discriminatory practice |  |  |

**For Office use only**

**The STAR Centre**

**Application for the post of Prevention Worker**

**To be returned to:** **admin@starcentreayrshire.org**

**by:** **Friday 1st October 2021 at 12 noon**

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| **Section 1: Personal details** | |
| Surname: | First name: |
| Address: | Tel (home): |
| Tel (mobile): |
| Tel (work):  **May we contact you at work?** |
| Postcode: | Email address: |

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| **Section 2: Qualifications and training**  **(only enter those qualifications and/or training necessary or relevant to the job)** | | | | | | |
| Qualification and/or training | | | Subject | | Date | |
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| **Section 3: Present employer** | | | | | | |
| Name & address of employer: | | | | Date commenced employment: | | |
| Job title: | | | | Notice required: | | Current Salary: |
| Brief description of your main duties and responsibilities, with an emphasis, where possible, on those areas most relevant to the job applied for: | | | | | | |
| **Section 4: Previous employment (list in order, with most recent employer first)** | | | | | | |
| Please list **all** your previous employment, detailing any gaps between employments with reasons (continue on a separate sheet if necessary). | | | | | | |
| Dates | | Name and address of employer | | Job title and nature of work | | Reason for leaving |
| From  DD/MM/YY | To  DD/MM/YY |
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| **Section 5: Relevant skills, experience and abilities** | | | |
| With reference to the job description and person specification, please outline how your work experience (including unpaid work) and your skills and abilities would enable to carry out the duties of this post. Please include any information which you feel is relevant. | | | |
| **Section 6: References** | | | |
| The STAR Centre requires a minimum of 2 employment references to cover a three year period – if necessary, please provide further referees covering the last 3 years. Your referees should be your line manager / former line manager. If this is not possible please explain why. | | | |
| **Reference 1: Current / most recent employer** | | | |
| Name: | Position: | | Tel no: |
| Company name: | | Address: | |
| May we, with discretion, contact your employer to discuss this reference: | |
| **Reference 2: Previous employer / supervisor** | | | |
| Name: | Position: | | Tel no: |
| Company name: | | Address: | |
| May we, with discretion, contact your previous employer to discuss this reference: | |
| **Reference 3: Previous employer / supervisor** | | | |
| Name: | Position: | | Tel no: |
| Company name: | | Address: | |
| May we, with discretion, contact your previous employer to discuss this reference: | |

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| **Section 7: Declaration** |
| I certify that all the information contained in this form and any attachments is true and correct to the best of my knowledge. I realise that false information or omissions may lead to dismissal without notice.  Signature:  Date: |