



Job Description:
Polish-Speaking Therapeutic Support Worker (28 hours)

Title:	Polish-Speaking Therapeutic Support Worker
Salary:	£27,991 per annum (pro-rata)
Hours:	28 hours per week
Length of post:	This post is funded by the Tampon Tax Fund until 31 st March 2023
Holiday entitlement:	30 days, plus 12 days Public Holidays (pro rata)
Pension entitlement:	Employer contribution at 8%
Responsible to:	Support and Development Lead
Supervision:	Internal supervision provided every 4-6 weeks. External supervision provided at a frequency agreed with your line manager
Training:	Standard training budget (£600 per annum) applies

About FEM project

The FEM project is a partnership project with Edinburgh Rape Crisis Centre, Forth Valley Rape Crisis Centre and Moray Rape Crisis (MRC). The project is funded to pilot an innovative, cross-region approach to increasing accessibility and inclusivity of rape crisis support for 75 women survivors of sexual violence with learning difficulties and/or from BME communities across 7 local authority areas ranging from Central to North East Scotland.

Job Summary

The post-holder will be responsible for delivering specialist therapeutic support and advocacy for Polish-speaking survivors of sexual violence in Moray. The post-holder will take a survivor-centred approach, informed by an understanding of trauma, including complex trauma, and an intersectional feminist ethos. The post-holder will be required to deliver both short-term and longer-term support, alongside initial assessment appointments and text/email support. The role will also include elements of service development and joint working with statutory, third sector and community organisations in Moray which provide services to Polish-speaking communities in the area, including the development of referral pathways.

Where required the post holder will also work closely with FEM partners in Edinburgh and Forth Valley Rape Crisis Centres to deliver support to Polish speaking survivors in those areas by phone or video.

Main duties include

Delivery of the FEM project

1. Provide regular therapeutic support sessions, including advocacy as required, to Polish speaking survivors of sexual violence referred to the FEM project. Support sessions will be face to face or via online or phone.
2. Conduct initial assessments working with survivors to identify their needs, goals and outcomes from support and assess the suitability of MRC to their needs.
3. Where required, provide online/phone support to Polish speaking survivors in Forth Valley or Edinburgh and Lothian areas.
4. Provide support through other communication methods e.g. email/phone/text.
5. With appropriate regard for confidentiality, consent and survivor-centred support, work collaboratively with statutory and voluntary sector services to ensure integrated and responsive support for survivors.

Development work

6. Adopting an action learning approach, work collaboratively with FEM partners and line management to plan and review service development and delivery on a regular basis to ensure responsiveness to survivors needs
7. Work jointly with statutory, voluntary sector and community organisations to promote and build awareness of the project, including the development of referral pathways.

Working with others

8. Establish and maintain effective working relationships with staff from other agencies, including the police, to ensure holistic needs of survivors are met.
9. Represent FEM project at external meetings.
10. Meet regularly with FEM project co-workers to jointly plan work

11. Work effectively with the MRC paid and volunteer worker team.
12. Attend internal and external meetings as required.

Working effectively and safely

13. Attend internal training and practice development sessions.
14. Adhere to all relevant legislation and organisational policies including child and adult protection procedures, health and safety and lone working.
15. Work in accordance with MRC's policy on equality and diversity.

Recording and reporting

16. Keep accurate records of support provided.
17. Contribute data to allow MRC to monitor and evaluate its services- including use of the OASIS data management system.

This job description is not exhaustive and, following consultation, the post holder may be required to fulfil other responsibilities and tasks or cease any of the tasks given above.

Person specification

Criteria	Essential	Desirable
<i>Supporting survivors</i>	Experience and skills in providing individual support in face to face and remote settings.	Experience of providing individual support for survivors of sexual violence.
	Experience and skills in delivering culturally-sensitive support to BME service users, particularly Polish speaking people.	Experience and skills in facilitating group support.
	Relevant qualification in Counselling, Community Education, Social Work or other related field, or working towards this.	Experience of delivering outreach support.
	Experience of delivering emotional/psychological support work involving mental health and/or trauma.	Training and experience in delivering trauma-focussed interventions.
	Experience of working to a trauma-informed approach with service users.	Knowledge of the criminal justice system, including reporting to the police and the legal system.
	Fluent in Polish	Experience of service development and/or taking the lead on specific pieces of work.
	Ability to travel across Moray	
<i>Understanding of the issues related to sexual violence</i>	Able to explain a feminist analysis of gender inequality and sexual violence.	
	Understanding of the gendered dynamics and broad ranging impacts of rape and sexual abuse.	

Criteria	Essential	Desirable
	Knowledge and understanding of the barriers to accessing support that may be experienced by BME survivors of sexual violence.	Knowledge and understanding of sexual violence related to Forced Marriage, Honour-Based Violence, Trafficking for sexual exploitation and Female Genital Mutilation.
	Knowledge and understanding of how community, migration, spirituality affects Polish speaking survivors in relation to disclosing and seeking support for experiences of sexual violence.	Knowledge and understanding of the contexts of sexual violence experienced by asylum seekers and refugees.
<i>Partnership working</i>	Experience of multi-agency working with a broad range of services/partners.	
<i>Equalities</i>	Clear commitment to equalities anti-racist, trans inclusive and anti-discriminatory practice.	
<i>Managing yourself</i>	A resilient approach and clear strategies for managing self at work.	Ability to work from home.
<i>Recording and reporting</i>	Experience of recording and reporting in relation to support work practice and delivery.	
<i>Keeping yourself and others safe</i>	Understanding of the importance of adhering to legislation, policy and procedures in support work.	Understanding of relevant legislation (vulnerable adults, child protection, sexual offences, adults with incapacity).
<i>Working with IT and systems</i>	Competent Microsoft user (Outlook, Excel and Word).	Familiarity with using online case management/outcomes recording systems (e.g. OASIS).