



edinburgh rape crisis centre
supporting survivors of sexual violence

Therapeutic Support Worker : Polish only

Job Description

Salary:	£29,812 per year (pro rata)
Hours:	28 hours per week
Length of post:	These posts are funded by the Tampon Tax Fund until 31 st March 2023
Location:	Edinburgh (base) with travel to Forth Valley
Holiday entitlement:	25 days annual leave; 10 days public holiday (pro-rata)
Pension Entitlement:	Employer contribution at 8% to Pensions Trust Flexible Retirement Scheme
Responsible to:	Senior Counselling Support Worker
Supervision:	Internal supervision provided every 4-6 weeks. External practice support (supervision) provided at a frequency agreed with your line manager
Training:	Standard training and wellbeing budget (£900 pa) 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 Centre. 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 ERCC's specialist therapeutic support and advocacy to Polish speaking women and all members of the trans community aged 16 and over in Edinburgh, Forth Valley (including survivors living in Stirling, Falkirk and Clackmannanshire) and Moray who have experienced any form of sexual violence at any time in their lives, including, rape, sexual assault, child sexual abuse or commercial sexual exploitation. The post-holder will take an approach informed by an understanding of trauma,

including complex trauma. The post-holder will be required to work across the different functions of the service including initial assessment, short and long term support and text/email support. The post-holder will be based in Edinburgh but must be able to travel weekly to Forth Valley Rape Crisis centre and occasionally to Moray Rape Crisis Centre. All travel expenses will be reimbursed.

The post holder will be supported by ERCC's SIA project which is a dedicated outreach support service for BME women, non-binary and trans survivors of sexual violence and FEM project partners. The role will also include service development and joint working with statutory, third sector and community organisations.

Main duties include

Delivery of the FEM project,

1. Provide regular therapeutic support sessions, including advocacy as required, to Polish speaking women, trans and non binary survivors of sexual violence referred to the FEM project. Support sessions will be face to face/online/phone/email for all survivors.
2. Conduct initial assessments working with survivors to identify their needs, goals and outcomes from support and assess the suitability of ERCC to their needs.
3. Provide online/phone support to Polish speaking survivors in Moray and Forth Valley
4. Provide support through other communication methods e.g. email/phone/text.
5. Additionally, you will also support the delivery of core support services at ERCC including the delivery of its SIA project, a dedicated outreach support service for BME women, non-binary and trans survivors of sexual violence

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. Develop services on an ongoing basis to ensure responsiveness to survivors needs', working effectively and accountably with colleagues. Lead on tasks relating to the development of the support service as agreed with Line Manager.

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 and SIA project workers to jointly plan work
11. Work effectively with the ERCC 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 ERCC's policy on equality and diversity.

Recording and reporting

16. Keep accurate records of support provided.
17. Contribute data to allow ERCC 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
Supporting survivors	Experience and skills in providing individual support in face to face and remote settings to women, trans and non binary people.	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 women, trans and non binary 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.	Experience of service development and/or taking the lead on specific pieces of work.
	Experience of working to a trauma-informed approach with service users.	Training and experience in delivering trauma-focussed interventions.
	Fluent in Polish	Knowledge of the criminal justice system, including reporting to the police and the legal system.
	Ability to travel weekly to Forth Valley Rape Crisis Centre, East and Midlothian (expenses	

	paid) and occasionally to Moray Rape Crisis Centre	
Understanding of the issues related to sexual violence	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.	
	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.
Working with volunteers		Experience of training and/or supporting volunteers.
		Experience of service development and/or taking the lead on specific pieces of work.
Partnership working	Experience of multi-agency working with a broad range of services/partners.	
Equalities	Clear commitment to equalities anti-racist, trans inclusive and anti-discriminatory practice.	
Managing yourself	A resilient approach and clear strategies for managing self at work.	Ability to work from home.
Recording and reporting	Experience of recording and reporting in relation to support work practice and delivery.	
Keeping yourself and others safe	Understanding of the importance of adhering to	Understanding of relevant legislation (vulnerable adults,

	legislation, policy and procedures in support work.	child protection, sexual offences, adults with incapacity).
Working with IT and systems	Competent Microsoft user (Outlook, Excel and Word).	Familiarity with using online case management/outcomes recording systems (e.g. OASIS, I-ROC, Better Futures etc).