



edinburgh rape crisis centre
supporting survivors of sexual violence

Therapeutic Support Worker, Learning Needs and Disabilities

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 Edinburgh and the Lothians 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 developing and delivering specialist therapeutic support and advocacy for survivors of sexual violence with learning needs and disabilities in Edinburgh and the Lothians. 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 service development and joint working with statutory, third sector and community organisations in Edinburgh and the Lothians which provide services to people with learning disabilities, including the development of referral pathways.

Main duties include:

Delivery of the FEM project

1. Provide short-term and longer-term therapeutic support, including advocacy as required, for survivors of sexual violence with learning needs or disabilities referred to the FEM project. Support sessions will be face to face or by phone or video, and delivered both at the centre and on an outreach basis.
2. Conduct initial assessments working with survivors to identify their needs, goals and outcomes from support and assess the suitability of the FEM project to their needs.
3. Provide support through other communication methods e.g. email/phone/text.
4. Provide information and support for family members and carers of survivors with learning needs and disabilities.
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 with varying learning and communication needs.

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 with FEM partners and line management to develop easy read project literature and a range of resources for survivors with varying learning and communication needs.
8. 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

9. Establish and maintain effective working relationships with staff from other agencies, including the police, to ensure holistic needs of survivors are met.
10. Represent FEM project at external meetings.
11. Meet regularly with FEM project co-workers to jointly plan work
12. Work effectively with the MRC team.
13. Attend internal and external meetings as required.

Working effectively and safely

14. Attend internal training and practice development sessions.

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15. Adhere to all relevant legislation and organisational policies including child and adult protection procedures, health and safety and lone working.
16. Work in accordance with MRC's policy on equality and diversity.

Recording and reporting

17. Keep accurate records of support provided.
18. 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
Supporting survivors	Experience and skills in delivering emotional and advocacy support for people with learning needs and disabilities	Experience of providing individual support for survivors of sexual violence.
	Experience of delivering emotional/psychological support work involving mental health and/or trauma, in face to face and remote settings, and working to a trauma-informed approach.	Relevant qualification in Counselling, or working towards this.
	Relevant qualification in Community Education, Social Work, Adult Protection or other related field, or working towards this.	Training and experience in delivering trauma-focussed interventions.
	Experience of service development and/or taking the lead on specific pieces of work.	Knowledge of the criminal justice system, including reporting to the police and the legal system.
	Experience of delivering outreach support.	Ability to travel across Edinburgh and the Lothians
Understanding of the issues related to sexual violence	Able to explain an intersectional 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 survivors with learning needs and disabilities	
Working with volunteers		Experience of training and/or supporting volunteers.
Partnership working	Experience of multi-agency working with a broad range of services/partners.	
Equalities	Clear commitment to 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 legislation, policy and procedures in support work.	
	Understanding of relevant legislation (vulnerable adults, 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).

