



FORTH VALLEY Rape Crisis Centre

Application Pack – Counselling Support Worker (Learning Needs and Disabilities)

Background Information on Forth Valley Rape Crisis Centre

Forth Valley Rape Crisis Centre (FVRCC) is based in Stirling. We offer free support to anyone over 13 who has been affected by any form of sexual violence, and we work across the whole Forth Valley area of Clackmannanshire, Falkirk, and Stirlingshire. This post will be responsible for supporting the work of the Centre by ensuring efficient and effective financial management and compliance with our financial policies and processes, and ensuring information is accurate and up to date in our financial management systems.

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.

Job Description and Person Specification

Title:	Counselling Support Worker – Learning Needs and Disabilities
Salary:	from £26,787 pro rata
Hours:	28 hours per week
Length of post:	This post is funded by the Tampon Tax Fund until 31st March 2023
Location:	Stirling with some travel across Forth Valley
Holiday entitlement:	42 days (inclusive of public holidays) pro rata
Pension Entitlement:	6% employer contribution
Responsible to:	Head of Service

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 developing and delivering specialist therapeutic support and advocacy for survivors of sexual violence with learning needs and disabilities in Forth Valley. 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. A key aspect of the role will also include service development and joint working with statutory, third sector and

community organisations in Forth Valley, which provide services to people with learning disabilities, including the development of referral pathways. This is a very exciting new project, which affords the postholder the opportunity to develop new and existing services with the potential to significantly influence how support services are delivered in future, possibly at national scale and beyond.

Duties and Responsibilities:

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 to plan and review service development and delivery on a regular basis to ensure responsiveness to survivors needs
7. Work with FEM partners 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.
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 Forth Valley
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	
Service Development		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 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).