**CANDIDATE/ NEW EMPLOYEE INFORMATION**

**CLACKMANNANSHIRE WOMEN’S AID**

# About Clackmannanshire Women’s Aid

Established in 1976, the charity has been delivering vital services for women and children in Clackmannanshire for over 46 years.

**Our Vision**

Clackmannanshire Women’s Aid’s vision is of a society, in which women, children and young people are full and equal participants, free from the threat of abuse, violence or oppression.

“We believe that a world without domestic abuse is a possibility and that changing attitudes will change lives.”

Ending violence against women, children and young people means changing the society we live in. CWA is committed to upholding and promoting the rights of women, children and young people who experience domestic abuse through the following means:

**Our Values**

Clackmannanshire Women’s Aid values are reflected in strategic and operational endeavours and are outlined below:

* Empowerment: We provide a service which is person centred and we believe that all women, children, and young people have the right to make decisions which affect their lives
* Inclusiveness: We value and celebrate diversity with both our workforce and service users and strive to provide an inclusive service which is accessible to all.
* Transparency: We provide an open and transparent service which meets all standards set by regulatory bodies and are accountable to all stakeholders.
* Respect: We provide a holistic, non-judgemental support service which is not time limited. This takes in to account the individual journeys experienced by women, children and young people and their complex needs.
* Partnership Working: We recognise the skills and expertise of other agencies and strive to build positive working relationships to achieve the best possible outcomes for women, children, and young people.
* Valuing Our Workforce: We value our workforce recognising the individual skills they bring and promote an environment which encourages ongoing personal and professional development.

 **Key services**

Clackmannanshire Women's Aid provides positive, life-enhancing services to women who have been affected by domestic abuse. The charity offers support and services needed to enable them to become safer, healthier and to develop confidence and self-esteem.

* **Women’s Support Service** - The [Women’s Support Service](https://perthwomensaid.org.uk/womens-support/) provides a variety of different support options and services for anyone identifying as a woman who is experiencing, or has experienced, domestic abuse. CWA’s dedicated support workers offer essential 1-2-1 **emotional and practical support** which includes assistance with safety planning, money, housing, or benefits support.

* **Refuge** - We offer confidential, safe [refuge](https://perthwomensaid.org.uk/refuge/)accommodation and have 3 flats in Clackmannanshire.
* **Independent Domestic Abuse Advocacy Service** – support the safety of women and their children through quick response intervention, carrying out risk assessment to ensure all safety needs are addressed, working closely with our partnership agencies such as Police, Housing, Education and other services within Clackmannanshire to ensure the family’s needs are met holistically.

* [**Children and Young People Services**](https://perthwomensaid.org.uk/children-young-people/) – provides 1-2-1 support for children aged 5-18 years. Support focuses on understanding domestic abuse, healthy relationships, safety and emotional assistance. We often visit Children in schools during the school day to provide this support in a confidential and safe manner.

**A little more about us**

In the last year, CWA supported 293 women and 228children and young people across all services. Our dedicated team of 7 employees is led by Interim Change Manager Karen Moore and Team Leader’s Margaret McDougall & Vivienne Fairweather with Finance Support from Hollis Accounting, Sarah Hollis.

Our public office is open for support by appointment only and we are based at Greenfield Lodge, Parkway, Alloa. FK10 2AS

# The impact of COVID-19

The Organisation is always monitoring the coronavirus situation and the team are working in a blended approach, with staff working from both home and office/refuge premises. CWA is back offering face-to-face appointments for the women, children and young people they support in schools and community settings.

Women and children who are living with domestic abuse were at an increased risk whilst COVID-19 restrictions were in place and Women's Aid groups reported a dramatic increase in calls to helplines since March 2020.

The operational delivery is being closely monitored in the changing landscape, we are abiding by all Scottish Government and NHS guidelines to offer the best possible support to the staff, women and children in need as we recover from the pandemic.

**The Future**

A key priority for Clackmannanshire Women’s Aid is securing sustainable long-term funding for the Organisation so that CWA can continue to provide essential services to women, children and young people and to influence policy and service responses in Clackmannanshire.

CWA is due to meet with Clackmannanshire Council to renew our Service Level Agreement and core funding, but a date has yet to be set. Project funding for our CYP Services and IDAA role are secure until 31st March 2025.

We have recruited a new Director, Alison Morley, who takes over from Karen on 27th June 2022 and we look forward to working with her to develop the service.

**The Board of Trustees**

Clackmannanshire Women’s Aid board has 7 members, some local, some from further afield, with a wide and varied skills base. They are responsible for the strategic direction of the organisation and all are committed to ensuring that CWA has a long and secure future.