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August 2022

**upport**

Dear Applicant,

**Vacancy: Support Worker**

Thank you very much for your interest in working with Lanarkshire Rape Crisis Centre (LRCC).

I am enclosing:

* background information
* job description
* person specification
* application form
* equal opportunities monitoring form online link

Further information about Lanarkshire Rape Crisis is available at <https://lanrcc.org.uk/>and about Rape Crisis Scotland and the work of Member Centres at [www.rapecrisisscotland.org.uk](http://www.rapecrisisscotland.org.uk)

Please note that the deadline for completed applications is **Tuesday 27th September at 10am**. Due to limited resources, we will only contact you if you have been shortlisted for interview. All shortlisted candidates will be contacted by email no later than **Thursday 29th September** andinterviews will be held in person on **Thursday 6th October.**

Please note that we do not accept CVs. The full application form should be completed and emailed to recruitment@lanrcc.org.uk. The completed equal opportunities monitoring form should be completed online at <https://forms.office.com/r/zVVAsqi3Vc>

All posts we recruit require a female applicant under Schedule 9, Part 1 of the Equality Act 2010 and Section 7(2) e of the Sex Discrimination Act 1975.

We look forward to receiving your application. In the meantime, if you have any queries, please get in touch via email on recruitment@lanrcc.org.uk

Best wishes,

Helen Provan

**Centre Director**

**Lanarkshire Rape Crisis Centre**

**Background Information:**

**Lanarkshire Rape Crisis**

Lanarkshire Rape Crisis Centre (LRCC), established in 2004, is part of the national network of 17 Rape Crisis Centres who are members of Rape Crisis Scotland and adhere to the RCS National Service Standards.

You can find out more about what Rape Crisis support involves in our short film Making Recovery a Reality <https://www.youtube.com/watch?v=D7MSqIok0zw>. More information about the wide range of work undertaken by Rape Crisis Scotland Centres across the country can be found at [www.rapecrisisscotland.org.uk](http://www.rapecrisisscotland.org.uk)

The work of Lanarkshire Rape Crisis:

* Provides trauma informed therapeutic 1:1 support to women and girls who have experienced rape and all forms of sexual violence aged 12+ as well as their friends, family, partners and workers. We also provide support options and justice advocacy for male survivors and survivors of all gender identities.
* Provide justice advocacy support to those considering, or who are engaging with the criminal justice process. You can read more about the NAP here <https://www.rapecrisisscotland.org.uk/national-advocacy-project/>
* Delivering prevention workshops and engaging with young people across schools and youth settings in Lanarkshire as part of the Rape Crisis Scotland National Prevention Programme. [Prevention | Rape Crisis Scotland](https://www.rapecrisisscotland.org.uk/prevention/)
* We work in partnership with other key stakeholders such as local police, local authorities and schools to improve understanding and provision of gender-based violence and trauma informed responses to survivors of sexual violence.

The Centre is based in central Hamilton, and this job role is office based as the support delivered on a face-to-face basis as well as by telephone and some virtual methods.

**LANARKSHIRE RAPE CRISIS SUPPORT WORKER JOB DESCRIPTION**

TITLE: Support Worker

HOURS: 21-28 hours a week as agreed with successful candidate (can

 be worked flexibly, currently rota for one evening every

 fortnight. Weekend working e.g. occasional staff training)

SALARY: £27,000 (pro rata) Funding confirmed for an initial 12 month

 period, and as this is a front-line post, LRCC is committed to

 securing ongoing funding

LOCATION: Hamilton premises

BENEFITS: 6% employer contribution, Death In Service policy of 2 times

 salary, Employee Assistance Programme, Continuing

 Professional Development, External Practice Supervision

ANNUAL LEAVE ENTITLEMENT 27 days personal (increasing by 1 day per year up to

 maximum of 30 days), plus 12 days Public Holidays (all pro

 rata)

RESPONSIBLE TO: Service Manager (Support Services)

**Job Description**

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| **Core Purpose of Job** | To deliver specialist therapeutic support and information services to survivors age 12+ affected by sexual violence, at our main premises, at outreach locations across Lanarkshire and via virtual methods.  |
| **Main Duties and Responsibilities** | * Provide therapeutic support services (face to face / telephone / online) within a feminist, survivor-centred approach at all times
* Provide timely regular progress reports of your work
* Offer support to families, friends and partners of survivors
* Assist in internal and external training
* Promote opportunities for reflective practice, sharing experiences and identifying learning opportunities within the wider team
* Facilitate and contribute to groupwork programmes for survivors
* Work on a community outreach basis as necessary, including visits to other settings
* To establish and maintain effective liaison with appropriate voluntary and statutory agencies
* Record all information pertaining to LRCC’s support services accurately and appropriately in line with LRCC’s policies on confidentiality and GDPR.
* Contribute to the running of the Centre including housekeeping and supporting other projects.
* Ensure that the delivery of support recognises the additional barriers and inequalities faced by survivors of sexual violence from marginalized groups and communities and strives to promote at all times inclusive and anti-discriminatory practice across all aspects of the service
* Contribute to the development of information materials for survivors and to the promotion of LRCC services across Lanarkshire
* Adhere to all LRCC policies and procedures including Safeguarding, Health and Safety standards and Equalities legislation at all times and in all locations of service delivery.

**Other**  * To work as part of a team
* To communicate effectively (written, electronic and verbal)
* To attend individual supervision, team meetings and practice development meetings.
* To contribute positively to the overall mission, vision and values of LRCC.
* Flexibility of working hours
* The post holder will regularly apply creative or adaptive thinking to develop innovative new approaches or solutions.

Any other responsibilities commensurate with the role required to meet the needs and expectations of the organisation and Board |

**Person Specification**

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| **CRITERIA** |  | **ESSENTIAL** |  | **DESIRABLE** |
| Knowledge |  | Knowledge of a range of age-appropriate methods and tools to support people affected by traumaAbility to articulate an understanding and commitment to a feminist analysis of gender-based violence Knowledge of the impact that sexual violence has on women, young people and communities  |  | Knowledge of the Third Sector and its role in addressing Violence Against Women Knowledge of Criminal Justice procedures that relate to victim/witnesses regarding sexual offences Knowledge of legislation and good practice relating to health and safety, data protection and safeguarding of adults and children |
| Skills, Abilities & Experience  |  | Experience of providing emotional therapeutic, practical support and advocacy services to people affected by trauma  Experience of supporting individuals who self-harm and/or express suicidal intention Experience of assessing risk and following safeguarding procedures as necessary Experienced in the use of IT for self-administration e.g., Microsoft 365, email and databasesExcellent numeracy and communication skills both written and oralExcellent planning and organisation skills with the ability to prioritise workload, managing deadlines when required. |  | Experience of working within Violence Against Women Network  Experience of delivering online support  Experience of working with or supporting volunteers Experience of implementing and reviewing creative monitoring and evaluation processes Experience of effective partnership working with statutory and third sector agencies  |
| Personal |  | A high level of commitment to the values and ethos of LRCC  Demonstrates personal integrity with a ‘can do’ positive attitude Demonstrates a resilient approach to the workplace, with clear strategies for managing self Commitment to modelling feminist values and promoting equality and diversity |  |  |
| Other |  | Ability to work flexibly and to do evening and weekend meetings as required by the needs of LRCC (currently evening rota on fortnightly basis)  |  | Hold a current clean driving licence and access to a car with business use insurance |

All posts we recruit require a female applicant under Schedule 9, Part 1 of the Equality Act 2010 and Section 7(2) e of the Sex Discrimination Act 1975.



 **Application to Lanarkshire Rape Crisis**

**for the post of**

**Support Worker**

**To be returned to:** recruitment@lanrcc.org.uk

**by:** 10am on Tuesday the 27th September 2022

The boxes will expand if necessary to fit your responses if done electronically. Otherwise please continue on a separate sheet of paper

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| **Section 1: Personal details** |
| Surname: | First name: |
| Address: | Tel (home): |
| Tel (mobile): |
| Tel (work):May we contact you at work? yes/no |
| Postcode: | Email address: |
| Do you have any particular requirements to facilitate your access to interview, or relevant to the job, which we need to know about? | YES NO |
| If yes, please give details: |  |
| Do you have a driving license and access to a car? (Desirable but not essential) |  |
| Where did you hear about this post? |  |

If completing this form electronically, please add a scanned signature.

Signed ­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_

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| **Declaration** |
| I certify that all the information contained in this form and any attachments is true and correct to the best of my knowledge. Offers of employment will be subject to satisfactory references, a PVG check and compliance with UK working restrictions. I realise that false information or omissions may lead to dismissal without notice.Signature: (Electronic or scanned will suffice)Date:  |

THIS SHEET WILL BE DETACHED FOR SHORTLISTING

*Office use only / Reference number*……….

*Office use only / Reference number*……….

**Application to Lanarkshire Rape Crisis**

**for the post of**

**Support Worker**

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| **Section 2: Qualifications and training****(only enter those qualifications and/or training necessary or relevant to the job)** |
| Qualification and/or training | Subject | Date |
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| **Section 3:** **Present employer** |
| Name & address of employer: | Date commenced employment: |
| Job title:  | Notice required: | Current salary: |
| Brief description of your main duties and responsibilities, with an emphasis, where possible, on those areas most relevant to the job applied for:  |
| **Section 4: Previous employment (list in order, with most recent employer first)** |
| Please list **all** your previous employment, detailing any gaps between employments with reasons (continue on a separate sheet if necessary). |
| Dates | Name and address of employer | Job title and nature of work | Reason for leaving |
| FromDD/MM/YY | ToDD/MM/YY |
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| **Section 5: Relevant skills, experience and abilities** |
| **With reference to the job description and person specification, please outline how your work experience (including unpaid work) training, skills and abilities would enable you to carry out the duties of this post. Please include any information which you feel is relevant, paying specific attention to each Essential and Desirable points in the person specification as scoring and shortlisting will be based on your answering each point. Shortlisting will be based on the information given in this application so please be explicit and give specific examples from your own practice where helpful. Giving consideration to the personal qualities identified in the job specification, please also tell us why you are applying for this position and why you believe you are the best candidate for this role.** Do not include a CV as this will not be considered. |
|   |
| **Section 6: References** |
| LRCC requires a minimum of 2 employment references to cover a three year period – if necessary, please provide further referees covering the last 3 years. |
| **Reference 1: Current / most recent employer** |
| Name:  | Position:  | Tel no:  |
| Company name: | Email: Address: |
| May we, with discretion, contact your employer to discuss this reference:Yes |
| **Reference 2: Previous employer / supervisor** |
| Name:  | Position: | Tel no: |
| Company name: | Email:Address: |
| May we, with discretion, contact your previous employer to discuss this reference: |
| **Reference 3: Previous employer / supervisor** |
| Name:  | Position:  | Tel no:  |
| Company name: | Email:Address: |
| May we, with discretion, contact your previous employer to discuss this reference:Yes |

Applications will be retained for a 6 month period following the deadline and the successful applicant’s data will be dealt with in line with our GDPR & HR policies.