

# Recruitment

## Application Pack

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### How to Apply

Thank you for your interest in the post of Prevention & Campaigns Worker. You will find information about the role, RASASH, our values, and how to apply in this pack. All candidates should apply using the application form. CVs will not be considered without prior arrangement.

To be considered for shortlisting, you must demonstrate how you meet the requirements outlined in the job description and person specification. Please provide specific examples of your skills, knowledge, and experience against each of the criteria.

We will consider paid/unpaid work, volunteering, and life experience. We also welcome applications from women who meet the criteria but do not have formal qualifications. Due to the volume of applications, only shortlisted candidates will be contacted.

Completed application forms should be sent to [recruitment@rasash.org.uk](mailto:recruitment@rasash.org.uk)

**Deadline to apply:** 9am on Monday 26 June  
**Provisional interview dates:** Friday 30 June (Inverness or by Teams)

We want RASASH to reflect the communities we serve and welcome applications from a diverse range of candidates, in particular those underrepresented in the workforce. Please note only women need apply under Schedule 9, Part 1 of the Equality Act 2010. RASASH also welcomes applications from LGBTQ+ women. A PVG Disclosure check will be required prior to commencing employment.

To support RASASH in our commitment to diversity and equality, we encourage applicants to complete our online Equal Opportunities form: <https://forms.office.com/e/9HbZSWQiqz>. Filling out the form is voluntary and any information you provide is confidential.

We are keen to ensure an accessible recruitment process; if you have any issues accessing this pack or require these materials in a different format please contact [recruitment@rasash.org.uk](mailto:recruitment@rasash.org.uk).

Our recruitment process is carried out in accordance with the Data Protection Act 1998. For full details on how your information will be used, please see our Privacy Notice.

## About RASASH

Rape and Sexual Abuse Service Highland (RASASH) is a charitable organisation, a SCIO set up in 2014, based in Inverness and a member of the Rape Crisis Scotland network.

RASASH provides support, information, and advocacy for anyone aged 13+ or over, living in the Highlands and affected by sexual violence. We also develop and deliver training and workshops to schools, youth groups, and professionals on a range of topics related to sexual violence and gender equality. This, alongside our campaigning, is part of our work aiming to change societal attitudes which contribute to sexual violence and the shaming of survivors.

RASASH is an intersectional-feminist organisation. This means that we recognise the compounding inequalities and discrimination that survivors, staff, and volunteers may experience, and seek to reflect this in our service provision and broader work. We are also survivor-led, which means that our operations are informed by survivors, and we are accountable first and foremost to them.

We are also committed to providing a supportive and empowering environment for our staff, creating an environment where we can inspire each other and allow each other to thrive, and working together collaboratively to achieve our collective goals. We also believe in continuous learning and reflection, welcoming feedback on how we can improve.

### **RASASH was set up to:**

- Provide accessible, appropriate, and high quality emotional and practical support, information and advocacy for survivors, their non-abusing partners, family, and friends.
- Work towards the prevention and elimination of sexual violence, supporting societal change by raising awareness, challenging myths, and campaigning.
- Work with others to improve the way society, organisations and agencies respond to survivors of sexual violence.

### **Our core values underpin everything that we do. We believe that:**

- Anyone affected by sexual violence, irrespective of their gender, should have access to free, confidential, non-judgemental, and specialist support;
- Survivors are experts in their own experience and our role is to support them to exercise control and direction of their own lives;
- Sexual violence is preventable. Everyone has a role to play in creating a society that stands in solidarity with survivors and stands against sexual violence.

RASASH is governed by a Board of seven active and committed Trustees. The team consists of 24 staff. In recruiting for our team, we welcome the unique contributions that you can bring. We are committed to a diverse and inclusive workplace.

## The Role

<b>Job title:</b>	Prevention & Campaigns Worker	<b>Reports to:</b>	Chief Executive Officer
<b>Hours:</b>	21 hours	<b>Length of appointment:</b>	Permanent (subject to funding)
<b>Salary:</b>	£18,531 (£30,893 FTE)	<b>Pension Contribution:</b>	6%
<b>Location:</b>	Inverness office	<b>Holiday entitlement:</b>	42 days including public holidays (FTE)
<b>Travel requirements:</b>	Occasional	<b>Rewards:</b>	Westfield Health & Rewards scheme

## Purpose of the post

The overall aim of this post is to prevent and ultimately eliminate sexual violence in Highland through delivery of RASASH's youth prevention programme. The post-holder will work as part of a small team to deliver prevention workshops to young people across Highland, including training to pastoral staff (approximately 70% of the worker's time). The worker will also coordinate RASASH's youth-led activism group to raise awareness of sexual violence and campaign for change (approximately 30% of the role).

## National Prevention Programme

Young people often tell us they experience sexual violence in many areas of their lives – in relationships, homes, at school, on and offline. Increasingly they tell us that sexual harassment, intimate image abuse, and other forms of sexual violence are a problem. Education on issues like consent, gender equality and healthy relationships is key to preventing sexual violence and to creating lasting change.

This post will deliver the national Rape Crisis Scotland programme across Highland. The worker will also support the delivery of Rape Crisis Scotland's Equally Safe programme, which involves delivering training to staff working at schools and universities. More information about the prevention programme can be found here: [www.rapecrisisscotland.org.uk/prevention](http://www.rapecrisisscotland.org.uk/prevention).

In addition to the prevention programme, the candidate will support facilitation of youth engagement on local and regional campaigns via our youth-led activist group. Stand Up! is a group run by and for young people (age 13 – 25) across the Highlands, that campaigns to end sexual violence.

## Summary of main responsibilities

### **PREVENTION PROGRAMME**

- Deliver the Rape Crisis Scotland prevention programme in secondary schools and other educational settings across Highland using the national resource pack and evaluation framework
- Support the implementation of the Equally Safe at School and Equally Safe at Colleges and Universities programme, through promotion, delivering training, and facilitating youth engagement
- Work in partnership, where necessary, to deliver RASASH's prevention activities

### **YOUTH-LED CAMPAIGNS**

- Coordinate the delivery of RASASH's youth-led activism project, StandUp!, for young people age 11 – 25 in Highland
- Promote, recruit, and train youth ambassadors to grow their confidence, skills, and knowledge
- Facilitate and support the development and delivery of youth-led campaigns and awareness raising initiatives to help end sexual violence e.g. social media, events, and meetings
- Work in partnership, including other youth activist groups, to support the prevention and elimination of sexual violence
- Coordinate the annual field trip for StandUp! Ambassadors to connect with other activists and relevant groups as well as celebrate their individual and collective achievements

### **SERVICE STANDARDS**

- Ensure all prevention activities are delivered in line with RASASH's values, policies, and practice, putting service-user voices, needs, and safeguarding at the core.
- Ensure the effective implementation of relevant referral pathways for survivors to access the services they need, including building positive working relationships with key partners.
- Attend and participate in supervision, team meetings, practice development meetings, and training as required so that knowledge and practice is up-to-date and of a high standard
- Contribute to the overall learning and development of the service by sharing findings and feedback, identifying gaps and areas for improvement to effectively meet the needs of survivors

## **DATA, MONITORING & EVALUATION**

- Record all information pertaining to RASASH's prevention activities in an accurate and timely manner, ensuring compliance with data protection and RASASH's policies
- Contribute to regular reports and monitoring of RASASH's prevention programme, including the annual report to funders

## **OTHER**

- Work as part of a team and in line with the values of the organisation
- Flexibility in working hours, including some evening and weekend work
- Daily travel across rural areas in Highland, including occasional overnight stays
- Any other duties that are relevant to the post and agreed with RASASH

## Person specification

Criteria	Essential	Desirable
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>A. An understanding of and commitment to feminist values</li> <li>B. Thorough understanding of the causes of gender-based violence and its impacts</li> </ul>	<ul style="list-style-type: none"> <li>1. Knowledge of approaches to sexual violence prevention and effective campaigning</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>C. Working with young people and/or delivering workshops, training, or educational materials</li> <li>D. Developing learning materials, training, or group work</li> <li>E. Facilitation of group activities and initiatives, ideally with a strengths-based approach</li> </ul>	<ul style="list-style-type: none"> <li>2. Coordinating, developing, and delivering campaigns and/or awareness raising initiatives</li> <li>3. Working with people affected by gender-based violence</li> <li>4. Working in partnership with external agencies/institutions</li> </ul>
<b>Skills &amp; abilities</b>	<ul style="list-style-type: none"> <li>F. Highly organised and motivated, able to take initiative and work independently and collaboratively</li> <li>G. Excellent communication skills both written and oral, including public speaking</li> <li>H. Excellent proficiency in IT, including Microsoft packages, social media, and developing digital resources</li> <li>I. Ability to deliver engaging content to a wide range of audiences</li> <li>J. Ability to meet the travel requirements of the role</li> </ul>	<ul style="list-style-type: none"> <li>5. Ability to effectively plan and deliver activities in line with strategies and deadlines</li> <li>6. Ability to draft progress reports</li> </ul>
<b>Qualifications</b>		<ul style="list-style-type: none"> <li>7. Degree or qualification in a relevant area</li> <li>8. Rape Crisis Scotland training or equivalent</li> </ul>