

TENANCY SUSTAINMENT WORKER (PART TIME)



Tenancy Sustainment For Survivors (TS4S) Project

JOB DESCRIPTION

- Basic Function:** To provide a tenancy sustainment service to survivors, aged 16-25, of child sexual abuse, exploitation and other forms of sexual violence.
- Location:** Based predominately in Renfrewshire, working with Youth Housing/Homelessness Prevention Service, with weekly attendance at SAY Women's office in Bell Street, Glasgow.
- Salary:** £26,572 FTE; Part Time – 3 days (21hrs) per week, funded until March 2025. Option of more hours when available;
13.5% pension contribution after 6 months probation.
- Responsible to:** SAY Women Services Manager.

Main Duties

1. To provide a Tenancy Sustainment Support Service to female survivors, 16-25 years, of childhood sexual abuse/exploitation, rape/sexual assault and/or other forms of sexual violence, including commercial sexual exploitation, who are homeless or at risk of homelessness.
2. To provide direct 1:1 support and psychoeducation around abuse (from a feminist perspective) and homelessness and its impact on tenancy sustainment, preventing the cycles of homelessness and abuse young women experience by building the skills, resources and resilience young women need to sustain successful tenancies to make their lives more manageable.
3. To network with other agencies, establish referral pathways, partnerships, support reviews and wrap around support networks to maximize young women's resources for sustaining their tenancy in the longer term.
4. To provide trauma-informed support, motivation and positivity to the young women to encourage personal development, empowerment, independence and change through identified goals and a person-centred, solution-focused approach.
5. To access and make referrals for additional practical support, both internal and external, to maximize support and recovery.
6. To maintain accurate and up to date records and case notes on Oasis software, assist with monitoring, evaluation and necessary reports, recording the outcomes as funders and SAY Women request.
7. To provide support, information, advice and act as a consultant to staff in youth housing and homelessness departments and other relevant departments/services/agencies who are working with or likely to have contact with survivors of sexual abuse and TS4S young women.
8. To participate in and contribute to SAY Women's training programme, group work, team meetings, and other internal forums if and when appropriate, share good practice and evaluate own practices for personal development and growth.
9. To raise awareness of the prevalence of sexual abuse/MVAWG and the links to women's homelessness with relevant agencies and individuals and to regularly promote the range of SAY Women services on offer and generate referrals.

10. To develop and deliver the TS4S service and Group Work programs, help identify accessible bases and new partnerships, to attend local opportunities, forums, open days, events, etc, and to represent SAY Women and the TS4S service in public where appropriate.
11. To be responsible for participating in administrative and financial tasks, in conjunction with others, relating to the effective running of the TS4S service and organization and to provide relevant written reports when requested.
12. To report to SAY Women's Management Team on a regular basis and be accountable to the Board at all times.
13. To uphold SAY Women's ethos and values and to ensure that SAY Women's policies and SSSC standards are adhered to.
14. To undertake any other relevant duties as identified by the Senior Management Team.

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PERSON SPECIFICATION

Essential

- An understanding of Men's Violence against Women and Girls (MVAWG) and ability to work from a feminist perspective in all aspects of role.
- To hold a relevant qualification in counselling and/or Community Education, Housing, Social Work or other related field with at least 2 years frontline experience.
- Holding or working towards SVQ Level 3 Health and Social Care or equivalent.
- At least 1 year's experience in providing individual emotional/psychological support involving housing/homelessness and/or MVAWG.
- An understanding of the links between sexual abuse/MVAWG and homelessness and an understanding of issues related to homelessness and tenancy sustainment including gender inequality.
- Experience of working directly and creatively with young people individually and in groups.
- Previous responsibilities for organising own workload, ability to work with autonomy and on own initiative as well as working collaboratively and within a team.
- Ability to work in a vibrant, challenging environment and in isolation.
- Ability and commitment to providing a trauma-informed, non-victim blaming, person-centred proactive solution-focused approach and environment.
- Experience of liaising, networking and building relationships with other agencies.
- Experience advocating on behalf of young women and survivors in general.
- High level interpersonal skills, good verbal and written communications.
- Supportive of the aims and objectives of SAY Women as a feminist single sex organisation.
- Ability to provide boundaried short-term crisis intervention, safe plan and safeguard if required.
- Ability to implement a blended approach to work routine and service delivery where required.
- Admin and IT skills.

Desirable

- A relevant qualification in counselling at Diploma level.
- Experience of working in housing and homelessness sector.
- Experience or knowledge of housing and homelessness issues, support and services.
- Knowledge of the voluntary sector and women's services.
- Experience of group work development and delivery.
- Experience of delivering training and promotional inputs.
- Awareness of Equally Safe and Ending Homelessness Together strategies.
- Knowledge and experience of using Microsoft 365.
- Driving licence and own transport.