



Therapeutic Support Worker

RASAC P&K, 16 King Street, Perth, PH2 8JA

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**Registered Scottish Charity SC037982/Company Limited by Guarantee
Number SC389959**



Thank you for your interest in working with RASAC P&K.

This pack includes guidance on how to complete the application form alongside some additional information about RASAC P&K and our recruitment process. We suggest that you read all the information enclosed very carefully before submitting an application.

Please do not send CVs as they are not an acceptable alternative to any part of the application form and will not be considered.

Wherever possible, please send completed application forms via e-mail to **recruitment@rasacpk.org.uk**. If you are able to return your completed forms by email, please be assured that all personal information will be separated immediately and treated in the strictest confidence.

Equalities monitoring forms can be posted in a confidential envelope to RASAC P&K, 16 King Street, Perth, PH2 8JA.

The closing date for completed applications is Monday 24th August 2026 at midnight. We regret that late applications cannot be accepted.

Should you have any questions please email **recruitment@rasacpk.org.uk**.
Yours sincerely

Charlene Burns
CEO
RASAC P&K



INFORMATION ABOUT RASAC P&K

About the Centre

Our Centre is based in central Perth but provides a service across Perth & Kinross. RASAC P&K is a member Centre of Rape Crises Scotland and we are committed to providing consistent and holistic support to female survivors, young people and their supporters across Perth & Kinross.

What we do

RASAC P&K provide a free and confidential support and advocacy service to women, young people and families affected by sexual violence. We provide helpline, face to face, email, group and letter support. We also offer support and information to family, friends and partners of survivors. We have a resource library with books and DVDs available for loan.

RASAC Youth Initiative (RYI) is a project within RASAC P&K which delivers a range of age - appropriate prevention workshops to young people aged 12-18. RYI deliver workshops across a variety of community and educational settings.

Our Mission: *Working Together to End Sexual Violence*

Our Visions

At RASAC (P&K) we work towards our mission through our ongoing commitment to the following visions...

Prevention: To change societal attitudes and beliefs through awareness raising events, campaigns and education.

Working in collaboration with relevant agencies to eliminate gender-based violence against women.

Protection: Creating a safe environment where women can freely express themselves.

Provision: To continually grow and adapt our services in response to those who need us.

Participation: Overcoming all barriers to give survivors a voice through the promotion of service user involvement.

Our Values

Our core values underpin everything that we do. They lie at the heart of our vision and it is with these values that we believe RASAC (P&K) will be successful in continually developing and adapting services to achieve our mission.

-  We believe that all women, young people and children, regardless of ethnic background, culture or sexuality, should have access to non-judgemental, confidential support at any given time.
-  We believe that no woman, young person or child, regardless of behaviour, dress or lifestyle is to blame for any form of rape, sexual abuse or sexual assault.
-  We believe that it is everyone's responsibility to adopt zero tolerance to any form of rape, sexual abuse and sexual assault of any woman, young person or child.



Rape and Sexual Abuse Centre, Perth & Kinross GUIDANCE NOTES FOR JOB APPLICANTS

CVs

RASAC P&K does not accept CVs as applications for any post (paid or voluntary).

Application Guidance

In the pack that these guidance notes came with you have been provided:

-  A covering letter
-  Information about RASAC P&K
-  Guidance Notes
-  Job Description and Person Specification

The following documents can be downloaded separately and should be returned upon applying:

-  An application form
-  Data Policy (to sign)
-  A confidential equal opportunity monitoring form and a confidential disclosure form (Please ensure these are completed and returned to us. Both will be treated as confidential)

Please read this information carefully before completing the application form.

To get shortlisted, you **must demonstrate with examples** how you meet the criteria outlined in the person specification. Please provide specific examples of your skills, knowledge and experience against each of the criteria (this could be paid or unpaid work).

Education/qualifications

Any professional or academic qualifications that you hold that may enhance these posts will be valued. However, success in these posts is determined by the drive, interest and commitment of the candidate to invest in our mission, vision and values through the services of RASAC P&K. We welcome applications from women who meet all of the other criteria outlined without formal qualifications who can demonstrate an engagement with lifelong learning and personal development.

Please let us know about all your most recent training and personal development experiences, including non-accredited learning and courses you have undertaken.

Recruitment process

The closing date for completed applications is **Monday 24th August 2026 at midnight.**

We will contact successful applicants by email to invite them for interview following the shortlisting process.

References

Please supply full contact details for the referees. If you are in paid employment, your current employer should be named as the first referee as someone we can approach for a reference. They will be taken up when we have identified a successful applicant.



This job description is not exhaustive, and the post holder may be required to fulfil other responsibilities and tasks in line with the needs of the service.

Responsible to	Support Services Team Leader
Responsible for	• To improve the accessibility of RASAC P&K support services • Delivery of therapeutic support services to survivors and their supporters living in Perth & Kinross.
Purpose of role	• To provide specialist therapeutic support, information and advocacy services to survivors age 12+ affected by sexual violence. (Face to face and remote) • Increase support capacity focusing on inclusion, access and innovation, recognising and addressing the needs of survivors who face particular barriers when seeking help to access our services. • Continue to support the implementation of the LGBTI Charter Mark. • In co-operation with the Centre Manager develop and implement an inclusion and access strategic plan. (LGBTI, rural, BAME, young people, disability, learning disability and older women).
Based	Perth, covering Perth & Kinross (regular evening and occasional weekend work required)
Hours	32 hours per week
Salary	£32,472 pro rata
Length of Post	Until September 2027 – Further funding will be sought



Therapeutic Support Worker

This post is restricted to female applicants only
(exempt under Schedule 9, Part 1 of the Equality Act 2010)

Full PVG checks will be required for this role.

Principal Duties

- 🦋 To deliver and evaluate support services, within a feminist, survivor-centred approach at all times.
- 🦋 To deliver one to one support for women who have experienced sexual violence / exploitation. This role will be responsible for responding to survivors who experience additional barriers to accessing support. (Support will be delivered in person as well as remotely via telephone, zoom or email).
- 🦋 To advocate on behalf of survivors as required, working in partnership with external agencies as appropriate and in line with RASAC P&K policies and procedures.
- 🦋 To provide helpline support, offering information and crisis support to survivors and their supporters. To work on a community outreach basis as necessary.
- 🦋 To engage in and promote multi-agency and partnership working with a comprehensive range of agencies and organisations.
- 🦋 To record all information pertaining to RASAC P&K's support services accurately and appropriately in line with RASAC P&K's support service information recording and Data Protection systems.
- 🦋 To proactively promote survivor consultation ensuring survivors experiencing additional barriers to accessing support service have opportunities to share their views and feedback in line with organisational procedures.
- 🦋 To actively market and publicise the service.
- 🦋 Regular liaison with the Support Services Team Leader to assess current provision, identify gaps and develop service provision to meet the needs of women/young women more effectively with experiencing barriers to accessing support services..
- 🦋 To implement relevant monitoring and evaluation systems which capture both quantitative and qualitative information to inform future development of complex needs support provision.
- 🦋 To analyse monitoring and evaluation information to inform future service delivery.
- 🦋 Adhere to good practice and contribute to the development of services in accordance to standards set out within the LGBTI Transgender Inclusion Charter and RASAC P&K's LGBTI Inclusion Plan
- 🦋 To work in accordance with RASAC P&K's policy on Equal Opportunities.

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 RASAC P&K.

**Therapeutic Support Worker
Person Specification**

Criteria	Essential	Desirable
Knowledge & Skills	Ability to clearly articulate an understanding and commitment to a feminist analysis of gender- based violence	Knowledge of the Third Sector and its role in addressing Violence Against Women
	Excellent planning and organisation skills with the ability to prioritise workload, managing tight deadlines when required	
	Knowledge of the impact that sexual violence has on women, young people, children and communities	
	Knowledge of Equally Safe – Scotland’s Strategy to Prevent and Eradicate Violence Against Women and Girls	
	Knowledge and understanding of commercial sexual exploitation, including common risk factors and effective risk assessment	
	Knowledge and understanding of possible barriers experienced by women with multiple and enduring needs in relation to accessing services	
Experience	Experience of providing emotional and practical support to women affected by trauma	Experience of working within Violence Against Women Experience of delivering online support
	Experience of supporting individuals who self-harm and/or express suicidal intention	
	Experience of assessing risk and following safeguarding procedures as necessary	
	Experience of producing detailed written reports	
	Experience of developing services and activities	
	Experienced in the use of IT for self-administration e.g., Microsoft, excel, email and internet	
	Experience of effective partnership working with statutory and third sector agencies	
Personal Qualities	A high level of commitment to the values and ethos of RASAC P&K	
	Demonstrates resilience, compassion, and flexibility across work tasks	
	Demonstrates personal integrity with a solution focused mindset	
	Commitment to modelling feminist values and promoting inclusion, equality, and diversity	
Qualifications		Qualification in Health, Community Education or similar discipline.
Other	Ability to work flexibly and to do evening and weekend meetings as required by the needs of RASAC P&K	
	A current clean driving license and access to a car with business use insurance	