**Stay Safe East**

**Recovery and Group Worker**

**Job Description and Person Specification**

**Job details**

Salary: £ 30,845 per annum

Hours of work: 35 hours per week

Managed by: Senior IDDVA

Contract term: Fixed term to March 31st 2025 (may be extended depending on funding)

Place of work Stay Safe East offices, 90 Crownfield Road,

 London E15 2BG (accessible premises).

We operate a hybrid working system.

Funded by: MOPAC

Start date: As soon as possible

*Stay Safe East is a ‘by and for’ organisation and particularly welcomes application for this post from disabled people who reflect London’s diverse communities of faith, sexuality, culture, ethnicity and age.*

**Aims of the Post**

The purpose of this role is to provide step-down support to Stay Safe East’s clients, particularly those who have been provided with casework support from our VAWG team. Many of our clients experience anxiety about the prospect of ending the support relationship with Stay Safe East, although their primary safety needs have been met. This role will provide a bridge between IDVA support and case closure.

The Recovery and Group Worker will provide lower level, non-crisis support to clients. She will create a step-down plan in conjunction with each of her clients, which might include:

* Sourcing training or volunteering opportunities
* Linking up with community groups
* Other strategies to decrease isolation
* Engagement with Stay Safe East’s women’s group or formal recovery programme
* Engagement with Stay Safe East’s user-work

The Recovery and Group Worker will also help to facilitate Stay Safe East’s group work programme and is likely to be expected to undertake further training in group work delivery, as the group work programme develops.

### PERSON SPECIFICATION

1. At least two years’ experience of working with clients as a disability rights advocate in a disabled people’s organisation or similar,

OR

1. At least one year’s experience of working as a caseworker, IDVA, ISVA, refuge worker or other post providing support to survivors of gender-based violence or disability related abuse, trafficking or other related abuse

**Knowledge and experience**

1. Personal experience of disability
2. Knowledge and understanding of gender based violence against women and girls, of the causes and consequences of Domestic Abuse and of the issues faced by victims/survivors, including disabled survivors
3. Understanding of the social model of disability, intersectionality and of the needs of diverse communities, and ability to apply this knowledge to Domestic Abuse advocacy work
4. Experience of partnership working with external agencies to meet clients’ needs
5. Strong and demonstrable commitment to diversity and inclusion including a willingness to learn and develop
6. Knowledge of safeguarding issues and procedures

**Skills and abilities**

1. Proven ability to manage own casework, and to set up and keep clear casework files
2. Ability to work flexibly, sensitively and in partnership with Deaf and disabled people from all backgrounds
3. Assertiveness, a problem-solving and partnership approach when dealing with other professionals to address barriers faced by our clients
4. Ability to work collaboratively with clients to understand their needs and to co-produce appropriate step-down plans
5. Ability to show empathy but maintain objectivity when faced with people in distress
6. Ability to maintain confidentiality

**Other**

1. Ability to work collaboratively as a part of a team
2. Ability to manage own workload
3. Ability to use Windows software

**Person Specification – Recovery and Group Worker**

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| --- | --- |
|  | **Essential (E)****/ Desirable (D)** |
| **Experience** |  |
| 1. Significant proven experience of providing emotional and practical support to survivors of domestic violence and/or other forms of abuse and/or providing advocacy in a disabled people’s organisation or similar.
 | E |
| 1. Experience of identifying and responding to the risks to and needs of survivors of domestic violence and/or other forms of gender-based violence, or other forms of abuse/crime.
 | E |
| 1. Experience of providing, non-judgmental, non-directive and confidential support to victim/survivors of abuse and of encouraging them to take control of their lives and set realistic objectives and goals.
 | E |
| 1. Experience of partnership working with voluntary and statutory sector agencies
 | E |
| **Knowledge and skills** |  |
| 1. Knowledge of effective casework management processes, including recording on a database.
 | E |
| 1. Knowledge of the dynamics and impact of domestic violence and/or other forms of gender-based violence and how best to support survivors
 | E |
| 1. Understanding of how disabled people are particularly impacted by abuse and crime – in particular hate crime and domestic abuse
 | E |
| 1. Understanding of the needs of victim/survivors as they work towards recovery from experiences of abuse
 | E |
| 1. Knowledge of how to work collaboratively and share power with victim/survivors, to co-create step-down plans
 | E |
| 1. Understand how to maintain boundaries in this role
 | E |
| 1. Understand confidentiality and data protection in this setting
 | E |
| 1. Understanding of multi-agency partnership structures, including the MARAC, in responding to domestic abuse and other forms of abuse.
 | D |
| 1. Understanding of safeguarding, as it relates to children of victim/survivors and adults at risk
 | E |
| 1. IT proficient including Microsoft Outlook, Word and Excel
 | E |
| **Skills and abilities** |  |
| 1. Ability to work collaboratively with Deaf and disabled people
 | E |
| 1. Able to work effectively in partnership with external agencies
 | E |
| **Other**  |  |
| 1. Personal lived experience of disability
 | D |
| 1. Confidence to advocate effectively on behalf of victim survivors
 | E |
| 1. Able to work effectively as part of a team
 | E |
| 1. Ability to work under own initiative
 | E |
| 1. Willingness to attend occasional meetings/functions outside of working hours
 | E |