

Making a difference to the lives of those affected by rape and sexual abuse

Position:	Independent Sexual Violence Advisor (ISVA) specialising in supporting young people
Hours:	Full Time – 35 hours per week
Salary:	£24,298 raising to £25,298 on successful completion of training, probation and six-month review. Pay award pending
Location:	Based in Guildford and covering Surrey
Accountable to:	ISVA Team Leader
DBS check:	Yes
Closing on:	7th October 2019 12:30PM

Please note this post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010

We are currently recruiting for a young person's Independent Sexual Violence Advisor (ISVA), supporting survivors of recent and non-recent rape and sexual abuse aged 13 – 17 years old.

RASASC is a registered charity which has been providing support to male and female victims of rape and sexual abuse (both recent and non-recent) and young people aged over 13, from across Surrey since 1992.

We provide an Independent Sexual Violence Advisor (ISVA) Service. ISVAs support victims to help them overcome the abuse they have suffered and to rebuild their lives. This service also includes supporting the victim to seek justice through the judicial system, should they wish.

We also provide one-to-one counselling, youth counselling and family support programme, a national Telephone Helpline, and self-confidence and esteem programme.

Volunteers are an important part of the work we do. Volunteers staff our Helpline and our qualified counsellors work on a voluntary basis with survivors of rape and sexual abuse.

ISVA

ISVAs are survivor-focused advocates, who support survivors of recent and non-recent rape and sexual abuse to enable them to access the services they need in the aftermath of the abuse they have experienced. An ISVA provides individual support and this will vary from client to client.

This role is based at the RASASC Guildford office and will work across Surrey. The ISVA must have a full, clean driving license and use of a car that can be used for work purposes.

You will be part of a dedicated, experienced, and friendly team consisting of seven ISVAs. The ISVAs meet fortnightly for peer support and work collaboratively with each other to share knowledge. You will also be provided with fortnightly clinical supervision and attend monthly one-to-one meetings with the ISVA team leader.

Job Description

- To support survivors of rape and sexual abuse.
- To train and support the existing ISVA team to become better aware of issues presented by young people so that they are more confident to support survivors of this age group.
- To deliver supportive outreach to schools to help educate young people about healthy and safe relationships.
- It is the responsibility of the ISVA to impartially advise the client on all options open to them, such as the Criminal Justice System, SARC, GUM clinic and other local services.
- The ISVAs are expected to balance a caseload that includes survivors progressing through the criminal justice process as well as survivors that have decided not to report, or who are no longer in the criminal justice process.
- The ISVA will be based at Guildford RASASC, but will be expected to travel throughout Surrey.
- The ISVA is expected to carry out other duties from time to time which are broadly consistent with those in this document, as the job description cannot cover every issue which may arise within the post.

Key Tasks

- The ISVA will provide a survivor-focused, independent service, distinct from the role of a crisis worker or counsellor.
- The ISVA will lead on supporting survivors aged 13 – 17 years and will have a caseload that includes adult survivors.
- To provide expert advice and support in relation to issues and the impact of rape and sexual abuse on this client group to other members of the ISVA team as well as the wider RASASC team.
- To work in partnership with a range of local agencies, statutory and voluntary services to provide best support for survivors.
- To provide advice and support across a wide range of issues, such as housing, health and education, that will help to support the survivor and ensure their ongoing safety in the aftermath of the abuse.
- The ISVA will be required to undertake accredited training specifically designed to support them in delivering this service. This training is held in Manchester and is delivered over six modules. Each module is taught over two consecutive days to minimise the amount of time ISVAs are away.

- Build links with other agencies to enable them to deliver relevant support to survivors.
- Fulfil relevant monitoring processes as requested by the ISVA Team Leader.
- Manage caseload and maintain necessary case files and records including monitoring information as required under funding conditions and by RASASC.
- To carry out research and produce statistics for evaluation and monitoring of the ISVA role.
- Undertake risk assessment and support needs analysis with survivor, then to develop a plan for the survivor.
- To attend monthly one to one supervision with team leader and fortnightly clinical supervision.

Personal Specification

- **Female-** This post is open to female applicants only, as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010

Qualifications:

- Good standard of education, preferably to degree level or similar work-based qualification
- ISVA Accreditation and/or CAADA Qualification desirable, but not essential

Experience:

Essential

- Experience of working with young people/adult survivors of trauma, sexual abuse and violence
- Case Management skills – ability to accurately maintain records
- Crisis management skills – including risk management
- Experience of working independently and also as part of a team
- Understanding safeguarding protocols

Desirable

- Working within voluntary sector agencies
- Working with multi-agencies
- Experience of Police or Criminal Justice System
- Experience of maintaining boundaries with survivors
- Experience of working in a support or advocacy role
- Experience of working in mental health services

Knowledge and Skills:

Essential

- An understanding of the variety of issues affecting young survivors of sexual violence
- An understanding of the associated support needs of young people

- Knowledge and understanding of child and vulnerable adult protection procedures
- Excellent interpersonal and communication skills.

Desirable

- Understanding of the Victims Code of Practice
- Knowledge of multi-agency working
- Understanding of Child Protection issues and legal responsibilities
- An understanding of the variety of issues affecting survivors of sexual violence.
- An understanding of the associated support needs of survivors
- Understand the Criminal and Civil Justice System and the agencies involved.

Skills/Attributes

Essential

- Excellent interpersonal skills including listening and communication
- Empathy for survivors and a desire to work alongside them to assist in their recovery
- Confident and assertive
- Excellent organisational skills
- Proven ability to prioritise workload, including time management skills
- Ability to work as part of a small team in a busy and challenging environment
- Computer literate, including Microsoft office/excel/email competent
- An ability to liaise across a wide range of organisations at all levels
- Commitment to multi-agency partnership working
- Full, clean driving licence and car that can be utilised for work purposes.

Values/Attitudes

- A commitment to improving the lives and assisting in the recovery of young/adult survivors who have experienced sexual violence
- Self-reflective and able to critically examine own practice to ensure on-going development
- A willingness to participate in professional development
- Clear boundaries around confidential working practices
- Commitment to delivering a quality service.

In return, we can offer you 25 days' annual leave, eight public holidays, contributory pension scheme and reimbursement of travel expenses at 40p per mile.

If you are interested in joining our team or if you have any questions about the role please do give us a call as we would love to hear from you – contact Sally Hutton on 01483 568000 for more details or please complete the application form.

Closing date for applications is: **7th October 2019 12:30 PM** Interview Dates TBC

Vacancy Downloads: Application form and Job Description

How to Apply: Please complete the attached application form. Please note we do not accept CVs.