

Vacancy: Sexual Violence Prevention & Campaigns Worker

Please read all the information carefully before completing and submitting an application form. CVs will not be accepted as an alternative to any part of the application form and will not be considered.

Recruitment process

The deadline for submitting applications is Friday 7th January 2022 at 9am. Late submissions will not be accepted.

Interviews are provisionally planned to be held on Friday 14th January via zoom. Only shortlisted applicants will be contacted. Further details about the interview process will be provided to shortlisted candidates.

The successful candidate will be required to participate in the comprehensive training programme that we offer to all new staff and volunteers. An enhanced disclosure check will also be required.

Only women need apply under Schedule 9, Part 1 of the Equality Act 2010. We welcome applications from women of colour, trans women, and disabled women.

How to apply

Completed application forms should be emailed to admin@rasash.org.uk with the following subject line 'Prevention Application – Private and Confidential'.

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

We will consider paid/unpaid work, volunteering, and life experience. We also welcome applications from women who do not have formal qualifications, but who meet all the criteria and can demonstrate an engagement with lifelong learning and personal development.

The completed equal opportunities monitoring form should be returned separately to admin@rasash.org.uk with the subject line 'Equalities Monitoring: Private and Confidential'. All personal information will be treated in the strictest confidence.

We look forward to receiving your application. In the meantime, if you have any questions or require any further information please email admin@rasash.org.uk.

Yours faithfully,

Gwen Harrison
Manager

About RASASH

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

RASASH provides support, information, and advocacy for anyone, aged 13+ or over, who lives in the Highland Council area and who is 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 a feminist, survivor focused organisation. For us, the voice of survivors forms the backbone of everything we do. In practice this means we are accountable, first and foremost, to survivors, that our operations are informed by survivors, and that our work is truly person centred.

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 and understanding of sexual violence, 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 who has experienced sexual violence, regardless of gender, ethnicity, culture, or sexual orientation, should have access to non-judgemental & confidential support.
- We believe that no-one, regardless of behaviour, dress, or lifestyle, is to blame for any form of sexual violence they experience.
- We believe that it is everyone's responsibility to adopt zero tolerance to any form of sexual violence.

RASASH is governed by a Board of six active and committed Trustees. The team consists of 20+ staff and 5 volunteers. We are committed to cultivating and preserving a culture of inclusion and connectedness. We can grow and learn better together with a diverse team of employees. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, and talent that our employees invest in their work represents not only part of our culture, but our reputation and RASASH achievements as well. In recruiting for our team, we welcome the unique contributions that you can bring. We are committed to a diverse and inclusive workplace.

Background Information

Young people often tell us of sexual violence they experience in many areas of their lives – in relationships, peer groups, homes, education and work, on and offline. Increasingly they tell us that sexual harassment, intimate image abuse, sexual assault 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 making lasting change.

This post is part of the national Rape Crisis Scotland programme, involving Prevention Workers based at Rape Crisis centres around Scotland. The prevention work is coordinated by Rape Crisis Scotland, using a shared resource pack and evaluation framework. There are regular training opportunities and a practitioners' forum for workers. The post also supports the delivery of Rape Crisis Scotland's Equally Safe programme, which involves delivering training to teachers and other professionals. More information about the prevention programme can be found here: www.rapecrisisscotland.org.uk/prevention.

In addition to the prevention programme, the post includes the facilitation of youth and volunteer engagement on local and regional campaigns. Providing support to the youth-led activist group, Stand Up!, is part of this work. Stand Up! is a group run by and for young people (age 13 – 25) across the Highlands, that campaigns to end sexual violence in the Scottish Highlands.

The post is a permanent position but, as with all RASASH posts, is subject to continued funding.

Job Description & Person Specification: Sexual Violence Prevention & Campaigns Worker

Responsible to	RASASH Manager
Job Title	Sexual Violence Prevention & Campaigns Worker
Hours	35 hours per week including occasional evenings and weekends
Base	Based at RASASH premises Inverness and/or home, with frequent travel throughout Highland and occasional trips to Glasgow.
Length of appointment	Permanent post, but as with all RASASH posts is subject to continued funding. This position is funded across multiple funding stands
Salary	FTE 35 hours per week £29,122
Holiday Entitlement	30 days annual leave plus 12 days public holiday pro rata
Pension	An employer's contribution of 6% is payable following the successful completion of probationary period
Support and Supervision	Internal and External supervision provided
Closing Date for Application	Friday 7 th January at 9am
Provisional interview Date	Friday 14 th January via Zoom
Purpose of Role	<ul style="list-style-type: none"> To increase young people's awareness about sexual violence, sexualisation, consent, and gender inequality. To support young people in the identification and management of risk, and access support services as appropriate.

- To raise awareness about the prevalence and impact of abuse on individuals and our communities, building resilience and increasing access to support services.

This role will involve:

- Delivery of the Rape Crisis Scotland sexual violence prevention education programme to young people across a variety of educational and community settings across Highland.
- Support the implementation of the Rape Crisis Scotland Equally Safe at School programme, which involves delivering teacher training and supporting youth-engagement.
- Promotion and delivery of the StandUp ambassador programme (youth-led campaigns)
- Development and implementation of a wider RASASH campaigning and awareness raising strategy, including engagement on social media.
- Support volunteer engagement on campaigns and social media
- Partnership work to promote key prevention messages and identify possible development opportunities.
- Delivery of training and talks to professionals, parents, and carers as required.

Summary of main responsibilities and activities

Prevention Education

- 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 Rape Crisis Scotland Equally Safe programme, by promoting the programme, delivering training to teachers and other professionals, and facilitating youth engagement
- Develop partnerships with schools and other education providers to plan education programmes and to support the development of policy and practice in relation to sexual violence, in accordance with existing priorities such as Curriculum for Excellence, Getting it Right for Every Child and child protection.
- Deliver information sessions to school staff and parents/carers as required.

Responding to the Needs of Young Survivors

- Respond sensitively to disclosures and facilitate access to support to young survivors of sexual violence, including those who have complex needs as requested/required.
- Record all information pertaining to RASASH work accurately and appropriately in line with RASASH`s service information recording and Data Protection systems.
- Ensure that any response to disclosure by a young survivor is dealt with appropriately and in line with the Centre`s Child Protection Policy and Procedure.
- Act on any child protection or wellbeing concerns according to RASASH`s child protection policies and procedures and where appropriate participate in multi-agency initiatives to

promote young person`s safety and wellbeing.

Service Development / Multi-Agency Working

- Represent and promote the service externally
- Liaise with key services to source/develop resources/workshops for agencies and community groups which will increase understanding of the impact of sexual violence and the links with gender inequality.
- To engage in, and promote, multi-agency and partnership working on raising awareness and understanding of sexual violence (campaigns and education programmes)
- Work in partnership to develop and implement local and national campaigns challenging that challenge sexual violence and gender inequality
- Participate in practitioners' forums with network of Rape Crisis Prevention workers
- Contribute to the organisation of forums for consultation with Young People, such as focus groups and events.
- Participate in RASASH development work across all teams

Volunteering Support

- Recruit, train, and support engagement of the Stand Up! Ambassadors and campaign volunteers
- Support the development of volunteer materials (e.g. vacancy posts, applications, training materials, guidance etc.)
- Provide training and guidance to volunteers as required
- Manage social media communications for campaigns and service information
- Source opportunities for volunteers to lead on or be involved in
- Ensure any volunteer work is monitored and evaluated and that all volunteer policies and practices are adhered to
- Regular reporting to the Board, Rape Crisis Scotland, and funders as required.

Equality and Diversity

- Adhere to good practice and contribute to the development and implementation of services in accordance to standards set out within the RASASH Diversity & Equality Policies & Procedures.

Quality Assurance

- Support the implementation of Rape Crisis Scotland's National Service Standards.
- Regular liaison with the manager to assess current provision, identify gaps and develop service provision to more effectively meet the needs of survivors.

Monitoring and evaluation

- Consult with young people and relevant stakeholders in line with organisational procedures.
- Implement relevant monitoring and evaluation systems which capture both quantitative and qualitative information from all aspects of the work.
- Contribute to any agreed evaluation procedures including external evaluations. To record and analyse data in line with Rape Crisis Scotland's National Database monitoring and evaluation system.
- Analyse monitoring and evaluation information to inform future service delivery.

Accountability and Supervision

- Attend individual supervision, team meetings and practice development meetings.
- Attend ongoing training as required.
- Contribute positively to the overall work and aims of RASASH.
- Contribute to the development of and adhere to the Centre's policies and procedures.

Team working and Communication

- Work as part of a team with other RASASH and other Rape Crisis Centre prevention workers.
- Communicate effectively (written, electronic and verbal)
- Contribute positively to the overall mission, vision and values of RASASH.
- Contribute to the development of, and adhere to, RASASH policies and procedures.
- Work effectively and enthusiastically with volunteers and support their training and induction.

Other

- Flexibility of working hours
- Regular travel across Highland and occasionally central belt
- Ensure that all activities comply with current legislation (including child protection, adult support and protection and health and safety) and with organisational policies and procedures.

This job description is not exhaustive and, following consultation, the post holder may be required to fulfil other responsibilities and tasks.

This post is restricted to women applicants only (exempt under schedule9, Part 1 of the Equality Act 2010). Full PVG checks will be required for this role.

Person Specification

Criteria	Essential	Desirable
Knowledge & Understanding	Understanding and commitment to a feminist analysis of gender-based violence Thorough knowledge of the issues relating to sexual violence and its impact Understanding of gender stereotypes and sexualisation and the links with sexual violence Knowledge and understanding of child sexual exploitation, including common risk factors and effective risk assessment	Knowledge of approaches to sexual violence prevention Knowledge and understanding of current legislation, policy and strategy relating to education, children and young people and to the violence against women agenda

Experience	<p>Experience of delivering workshops/group work to young people</p> <p>Experience of developing learning materials/training/group work</p> <p>Experience of assessing risk and following child/adult protection procedures as necessary</p> <p>Experience of working with a range of statutory and voluntary partners</p>	<p>Experience of responding to disclosures</p> <p>Experience of working with individuals affected by gender-based violence</p> <p>Experience of supporting individuals who self-harm and/or express suicidal intention</p> <p>Experience of creative monitoring and evaluation</p> <p>Experience of working with volunteers</p>
Skills & abilities	<p>Ability to engage with young people in a range of settings</p> <p>Competence in the use of IT and digital platforms e.g. Microsoft, excel, email, video conference, social media platforms, and delivery of PowerPoint presentations</p> <p>Good communication skills both written and oral, in person and online</p> <p>Ability to organise and prioritise workload</p> <p>Ability to produce action plan and regular reports</p> <p>Capable of using your own initiative and being self-motivated</p>	<p>Knowledge of the third sector and its role in addressing violence against women</p>
Qualifications		<p>Qualification in social care, community education, youth work, violence against women or gender-based violence</p>
Other	<p>Commitment to equality and diversity and anti-discriminatory practice</p> <p>Ability to work flexibly with evening/weekend work as required</p> <p>Able to meet the extensive travel requirements of the post - this requires possession of a full UK driving license and access to a car.</p>	