



# Survivors' Network

## **POST DETAILS PACK**

### **BAME Community ISVA (Independent Sexual Violence Advisor)**

**Full-time post – 37 hours**  
**SALARY: £27,741 - £29,577**

Post funded until end of March 2022 (to be continued subject to funding)

SN is an equal opportunities employer  
This post is open to self-identifying female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.  
All posts require an enhanced DBS Disclosure

## Statement of Vision, Mission and Values

### **VISION:**

Survivors' Network's vision is of a world without sexual violence.

### **MISSION:**

Our mission is to support and empower survivors of sexual violence and to work towards ending sexual violence in society.

### **VALUES:**

At Survivors' Network, we view people accessing our services as survivors, rather than victims. This does not ignore an individual's experience of victimhood, but rather defines the basis upon which we begin all interactions with service users.

Activist: We will raise awareness of sexual violence, educate, challenge abuse, change behaviour and attitudes.

Connecting: We make connections at many different levels; with and between survivors, supporters, organisations and partnerships.

Survivor Centred: We are committed to survivors being involved at every level of our organisation and the service we provide. Survivors' Network strives to create an accepting, listening, safe, non-judgemental environment which seeks to validate and understand the survivors' experiences.

Feminist: We live in a patriarchal society and believe that sexual violence should be challenged from a feminist perspective. Because sexual violence is a gendered crime, we are a women-led organisation committed to offering women-only spaces and services. However, we recognise that sexual violence impacts on people of all genders in unique ways and work to build our services accordingly. We consider a trans inclusive feminism to be key to our values and central to our service. We consider the lack of services and funding for people of all genders to also be a feminist issue and look to build partnerships to address this.

Empowering: We believe that survivors are the expert of their own experience and discovery, and we strive to support them to make their own decisions about their lives. When people are empowered they find creative ways to resolve their own problems and contribute better to wider society.

Committed to Equality: We are committed to improving the accessibility of our services to reach all survivors, especially in relation to their legally protected characteristics (age, disability, ethnicity, gender identity, pregnancy or maternity, marriage/civil partnership status, religion or belief, sex, sexual orientation,). Survivors' Network is committed to identifying, understanding and breaking down barriers to participation and increasing opportunities and access to all our services and/or seeking funding for new services where need is identified.

# Job Description

## **JOB TITLE: BAME Community ISVA (Independent Sexual Violence Advisor)**

**Based:** This role will be based at our offices in Brighton or Eastbourne or at a partner office in Crawley with work across Sussex

**REPORTS TO:** Senior ISVA

**ANNUAL LEAVE:** 5.6 weeks plus bank holidays plus additional days at Christmas

**PENSION:** 3% workplace contribution

### **Purpose of Job**

This is an exciting new role within our growing ISVA service.

Survivors' Network constantly strives to create an environment representative of and responsive to the communities in which we work and to ensure our services are known, accessible and relevant to people from all sections of the community.

The BAME Community ISVA will be responsible for providing a specialist service to BAME clients across Sussex, recognising and responding to the additional barriers they may face in engaging with the service through our standard offer. Partnerships and processes will be developed, along with a better understanding of the access and support needs particular to clients from BAME communities.

### **Responsibilities**

To provide emotional and practical advocacy support to adult survivors (of any gender) of sexual violence from BAME communities.

To support BAME survivors of sexual violence and abuse to engage with services and systems, including the criminal justice system.

To contribute to the ongoing review and evaluation of the service to ensure it meets the needs of the client group

To develop good practice in working with BAME clients and to share this with the ISVA team and Survivors' Network to improve our service offer.

To promote Survivors' Network with organisations and statutory bodies, identifying and developing new partnership opportunities and referral pathways, in particular BAME specialist organisations locally and nationally.

To deliver training, provide consultancy on and raise awareness of the issues related to supporting BAME survivors of sexual violence

Our organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

## **Specific Duties**

### **Operational delivery**

Manage a caseload of BAME clients from across the service area who have experienced sexual violence

To proactively seek to engage BAME clients who may not have engaged with our standard service offer

Assess risk and support needs of clients and provide tailored support to enable clients to access additional support within Survivors' Network and beyond. This may be linked to criminal or civil justice remedies, health, social care, welfare, benefits, housing etc.

Help clients to understand and access legal and other rights and make informed choices about options open to them.

Ensure that all agencies are working together in the interest of the client and that their views and wishes are represented in these multi-agency settings.

Work collaboratively with safeguarding agencies and panels to ensure that the client and any other vulnerable people are protected.

Work within the empowerment model to help clients to develop their own support network.

Ensure that the case management system is kept up to date and statistical data is of a high standard

### **Service Development**

To develop good practice in working with BAME clients and to share this with the ISVA team and Survivors' Network to improve our service offer.

To promote Survivors' Network with third sector organisations and statutory bodies, identifying and developing new partnership opportunities and referral pathways.

To deliver training, provide consultancy on and raise awareness of the issues related to supporting BAME survivors of sexual violence

To keep an up to date knowledge base about appropriate services and matters to support BAME clients

Work with the ISVA team and co-ordinator to promote and develop the service in accordance with Survivors' Network policies and ethos, responding to service user feedback

Maintain the profile of Survivors' Network and contribute to the organisation's marketing, profile and fundraising function.

**General Duties**

Act in accordance with Survivors' Network's and other relevant policies and procedures.

Ensure the Survivors' Network commitment to working within an Empowerment Model is central to the development and delivery of all services.

Attend and participate in regular training, staff meetings, supervision and other meetings as necessary within the Survivors' Network team

Carry out occasional evening and/or weekend work as required.

Be committed to personal and professional development and undertake relevant training and CPD opportunities.

Carry out your own administrative duties

Undertake any duties consistent with the post as may be reasonably requested by your line manager, the CEO or the Board of Trustees.

**No job description can cover every issue which may arise within the post at various times and the post holder is expected to carry out other duties from time to time which are broadly consistent with those in this document.**

<b>Essential Criteria</b>	<b>Assessed by</b>
Significant experience of working with and providing advocacy for vulnerable or traumatised individuals  Knowledge of the issues relating to sexual violence including the intersectional barriers BAME survivors face in accessing services and how to address these  Experience of, or relevant professional training in anti-oppressive / anti-discriminatory working practices, challenging discrimination and effective community engagement  Experience of working with safeguarding issues and knowledge of relevant procedures.	Application and interview

<p>Experience of maintaining confidential case files, founded in a working understanding of data protection and confidential working practices.</p> <p>Considerable experience in software packages eg Office</p> <p><b>GENERAL:</b></p> <p>Committed to personal development and having the ability to critically assess own performance and engage in reflective practice</p> <p>Excellent written and oral communication skills</p> <p>Self motivated and focused on delivering high quality services with an ability to function effectively in high-pressure situations</p> <p>Commitment to self care and maintaining appropriate professional boundaries</p> <p>Ability to think creatively and show initiative</p> <p>Commitment to the vision, mission and values of Survivors' Network</p> <p>Commitment to anti-discriminatory practice, equal opportunities and an intersectional understanding of feminism.</p>	
<p><b>Desirable Criteria</b></p>	<p><b>Assessed by</b></p>
<p>ISVA or relevant professional qualification.</p> <p>Experience of developing and delivering training</p> <p>Experience of undertaking collaborative assessments (including risk assessments) and support planning including options related to criminal / civil justice system, housing etc.</p> <p>Awareness of the impact of trauma and a commitment to providing a trauma-informed service</p> <p>Experience of developing and co-ordinating effective partnerships and referral pathways in multi-agency settings; including statutory and voluntary services.</p> <p>Experience of adapting services to ensure accessibility</p> <p>Working knowledge of UK asylum / immigration legislation</p> <p>Experience of using an online case management system</p>	<p>Application and interview</p>

