



Survivors' Network

POST DETAILS PACK

Multiple and Complex Needs Independent Sexual Violence Advisor (ISVA)

**Fulltime post – 37 hours
(open to flexible working and job share applications)**

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: Multiple and/or complex needs Independent Sexual Violence Advisor (ISVA)

Based: One role to be based in East Sussex (Brighton or Eastbourne) and one role to be based in West Sussex (Crawley area) 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 a new role within our growing ISVA service.

We recognise that survivors of sexual violence and abuse may be more likely to develop multiple and complex needs, such as mental health issues, substance misuse, physical health needs etc. These needs can make them more vulnerable to perpetrators and create additional barriers to engagement with support services.

The Multiple and Complex needs ISVA will be responsible for developing and delivering an adapted service to clients who may ordinarily struggle to engage with the service through our standard offer. They will develop partnerships and good practice grounded in a better understanding of the access and support needs particular to clients who have multiple and/or complex needs.

Responsibilities

To provide emotional and practical advocacy support to adult survivors of sexual violence of all genders over the age of 18 who present with multiple and complex needs across Sussex

To provide information, advice and support to engage with a range of support options including the criminal justice process.

To develop good practice in working with clients with multiple and complex needs 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 survivors of sexual violence with multiple and complex needs

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 clients from across the service area who have multiple and complex needs and have experienced sexual violence

To proactively seek to engage clients with multiple and complex needs 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 clients with multiple and complex needs 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 survivors of sexual violence with multiple and complex needs

To keep an up to date knowledge base about appropriate services and matters to support clients who have a range of complex support needs

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.

Essential Criteria	Assessed by
Significant experience of working with and providing advocacy for vulnerable or traumatised individuals with multiple and complex needs using trauma informed methods	Application and interview
Knowledge of the issues relating to sexual violence including the barriers survivors face in accessing services and how to address these.	
Experience of undertaking collaborative assessments (including risk assessments) and support planning including options related to criminal / civil justice system, housing etc.	
Experience of working with safeguarding issues and knowledge of relevant procedures.	

<p>Experience of maintaining confidential case files, founded in a working understanding of data protection and confidential working practices.</p> <p>Experience of developing and co-ordinating effective partnerships and referral pathways in multi-agency settings; including statutory and voluntary services.</p> <p>Considerable experience in software packages eg Office</p> <p>GENERAL:</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>Desirable Criteria</p> <p>ISVA or relevant professional qualification.</p> <p>Experience of working in assertive outreach settings.</p> <p>Experience of working with clients who hold both “victim and offender” status within the criminal justice setting</p> <p>Experience of working with clients who come with dual diagnosis and an understanding of pathways for treatment options for mental health and substance misuse.</p> <p>Experience of using an online case management system</p>	<p>Assessed by</p> <p>Application and interview</p>