



Survivors' Network

POST DETAILS PACK

**Independent Sexual Violence Advisor
(ISVA) - West Sussex
Female**

37 hours a week

**Salary: (NJC spinal points 23-25) £27,741 - £29,577
(open to flexible working and job share applications)**

SN is an equal opportunities employer
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.
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:	Independent Sexual Violence Advisor (ISVA)
TERM:	Permanent
REPORTS TO:	Senior Independent Sexual Violence Advisor (ISVA)
ANNUAL LEAVE:	5.6 weeks plus bank holidays plus additional days at Christmas
PENSION:	3% workplace contribution
DBS:	Enhanced
BASED:	The role will involve working across Sussex (and travel across Sussex) with a focus on West Sussex. The post holder will be home based initially but at offices in West Sussex in the future.

This post is arising from a new contract which involves expansion to a new service delivery area.

Purpose of Job

The ISVA's role is to provide emotional support, information and practical advocacy support to adult survivors of sexual violence (of any gender) primarily through the criminal justice process. They will provide a safe and trauma informed response to their clients, ensuring that they understand their rights and the options open to them. Though their support is principally focused on the criminal justice system, ISVAs will link clients in with additional support from other agencies to ensure that all their identified support needs are met.

Specific Duties

1. Operational Delivery

Manage a caseload of clients who have experienced sexual violence and maintain case files and records using an online case management system

Support and advocate for clients throughout the police and criminal justice systems; ensuring that their welfare and needs are central to the entire process

Assess risk and support needs of clients and make appropriate referrals to health, welfare, benefits, housing, legal and other services as required

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

Provide support and facilitate access for clients who want to report to the SARC or police services

Work within a multi-agency setting to provide individual advocacy for the rights of the client

Facilitate appropriate safeguarding referrals and keep other agencies informed about important changes in a client's situation within agreed protocols and policies

Help clients to develop their own support network and access appropriate therapeutic interventions

2. Strategic Development

Work with the ISVA team to promote and develop the service in accordance with Survivors' Network policies and ethos and liaise with other agencies as appropriate

Maintain up to date knowledge on issues relevant to survivors of sexual violence

Represent Survivors' Network at relevant multi-agency meetings and forums as necessary and in discussion with the ISVA Team and other Survivors' Network services

Maintain the profile of Survivors' Network and contribute to the organisation's marketing and profile

Support with institutional advocacy to relevant agencies

Take responsibility for lead area(s) of work: looking at in best practice within the team / organisation, linking with relevant agencies and undertaking additional training to support this piece work

General Duties

Act in accordance with Survivors' Network's and WSSCP's 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
<p>Experience of working with vulnerable or traumatised individuals</p> <p>Knowledge of the issues relating to sexual violence including the barriers survivors face in accessing services and how to address these</p> <p>Experience of working with safeguarding issues</p> <p>Experience of carrying out risk assessments, safety and support planning</p> <p>Knowledge of the criminal justice system (particularly police and court procedures) and other options available to survivors of sexual violence</p> <p>Experience of working in multi-agency settings including statutory and voluntary services, with an ongoing commitment to partnership working</p> <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 e.g., Office</p> <p>Awareness of the impact of trauma and a commitment to providing a trauma-informed service</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>Application and interview</p>

Commitment to anti-discriminatory practice, equal opportunities and an intersectional understanding of feminism	
Full clean driving licence and access to a vehicle	
Desirable Criteria	Assessed by
ISVA or relevant professional qualification	Application and interview
Good knowledge of relevant organisations working across West Sussex	