



Survivors' Network

POST DETAILS PACK

Group work facilitator

Brighton & East Sussex.

Female

Hours: Fixed term until Mar 2026

30-33 hours

Salary: £29,259 - £31,024 pro rata

This role is only open to women applicants, as being a woman is deemed to be a genuine occupational requirement under Schedule 9 pt 1 of the Equality Act 2010. This means the role is open to women assigned female at birth or transwomen with a Gender Recognition Certificate.

Statement of Vision, Mission and Values

Vision

Uniting to confront sexual violence, abuse and harassment so that no one has to face the impacts alone

Mission

- Delivering accessible, survivor-centred services across Sussex
- Empowering our communities to stand up against sexual violence, abuse and harassment through education, training and campaigning
- Demonstrating and advocating for intersectional feminist leadership

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 services users.

Activism

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

Connection

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-judgmental environment, which seeks to validate and understand the survivors' experiences.

Feminism

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.

Empowerment

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.

Commitment 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: Groupwork Facilitator

TERM: Fixed term until Mar 26

BASED: This role will require some travelling across Brighton and Hove and possibly Sussex, with some lone working. There will be some evening work required.

REPORTS TO: Volunteer Services Manager

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

PENSION: 3% workplace contribution

DBS: Enhanced

Purpose of Job

To facilitate all non-therapeutic groups (both online and in-person) within Survivors' Network including the Peer Support Groups and online self-care groups.

To manage complex dynamics, safeguarding concerns and risk within the groups

To complete assessment for group work clients with multiple needs

To support the development of and provide expert advice on Survivors' Network group work offer

Overall Objectives

To delivery high quality, trauma informed groups to adult survivors of sexual violence

To ensure consistency of approach in the group work offer

To provide training and consultation to the staff team and volunteers on working with groups

To coordinate the delivery of group work

To support the volunteers and their development in groupwork

Specific Duties

1. Operational Delivery

To facilitate non-therapeutic groups offered by Survivors' Network

To plan, create and develop group work programs for Survivors' Network

To offer expert advice and consultation to colleagues on assessing, planning and delivering group work

To manage safeguarding issues and risk within groupwork

To carry out assessments and reviews on clients who are referred for group work

To ensure that data and outcomes on group work is robust and to support the preparation of reports for funders and commissioners

To carry admin tasks related to groupwork

2. Strategic Development

To contribute to and provide input into service planning and development

Work with the management team to promote and develop the service in accordance with Survivors' Network ethos and policies and in response to service user feedback.

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

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 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 where appropriate

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
Extensive experience of facilitating and leading groups	Application and interview
Experience of creating and developing new groupwork programmes	
Thorough understanding of trauma informed practice and how this relates to groupwork	
Experience of safeguarding procedures	
Experience of working with people who may be at risk of harm particularly at risk of suicide	
Experience of working with vulnerable and / or traumatised individuals	
Extensive knowledge of group dynamics and complexities which may arise in a group including maintaining boundaries	
Experience of carrying out assessments / reviews with clients	
Ability to work evenings and travel throughout Brighton & Hove and Sussex (one of our in-person weekly groups is currently on a Wednesday evening in central Brighton)	

<p>Strong administration skills and considerable experience in software packages e.g. Office and of using database systems, Teams and Zoom</p> <p>Experience of confidentiality and GDPR principles</p> <p>Commitment to self-care and maintaining appropriate professional boundaries</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>Assessed by</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 working with survivors of sexual violence</p> <p>Experience of supporting volunteers</p> <p>Experience of delivering training to staff and/or volunteers</p> <p>Experience of developing new service offers (particularly group work)</p> <p>Experience of delivering online groups</p> <p>Relevant training in groupwork</p>	<p>Application and interview</p>