

STREETLIGHT UK: SUSSEX WOMENS SUPPORT WORKER

1) INFORMATION FOR APPLICANTS

Equal Opportunities

Streetlight UK sets a high standard for its contract practices and its work. Many of our roles are restricted to Female applicants only, however people are recruited based on their merits, skills and abilities. We work towards ensuring that no job applicant receives less favorable treatment on the grounds of racial group, origin or nationality, disability, marital status, age, sexuality, political, religious beliefs or trade union activity.

Ethos - We are a charity inspired by Christian values that are foundational to the way we work. These values are core to our organisational culture and shape our working practices and service delivery.

This means:

- Compassion motivates us, and we seek to serve people who are often marginalised and misunderstood by society to the best of our ability recognising the inherent value of each individual we encounter. Jesus showed this humility and conviction throughout His life, and we continue to be inspired and invigorated by His example and message.
- Whilst these are our organisation's core beliefs, we will never look to impose them on anyone.
- We are committed to social justice and opposed to all forms of discriminatory practice.
- By offering support we seek to show options, and increase an individual's capability to make positive decisions for themselves.

Anyone looking to join Streetlight UK teams, either as staff, or in a voluntary capacity must respect this ethos and will be expected to work within this framework to assist the charity towards achieving our vision of exposing and ending sexual violence and exploitation of women.

At Streetlight UK, we come into contact with groups and individuals from various perspectives on prostitution/selling sex. We recognise that the routes into prostitution and women's experiences of the sex industry vary but we view prostitution as a form of 'violence against women and girls' (VAWG) due to the harm we have found to be inherent.

2) JOB DESCRIPTION

STREETLIGHT UK: WOMEN'S SUPPORT WORKER

Streetlight UK is a growing charity, delivering a specialist support service for women in prostitution in London and the South East. Taking a woman-centered approach, your role is to provide care co-ordination for women with complex needs who want support, or to exit prostitution. We are looking for someone with energy, motivation and experience of working with vulnerable adults; someone who has a highly developed sense of self-awareness, who can work in a gender and trauma informed way. This is a part-time contact based at the Streetlight UK Sussex Office.

Line Manager:	Support Manager
Location:	Crawley or at any other location related to the organisation as we may reasonably require.
Hours of Contract	20 hours per week
Contract:	12 months contract

This post is restricted to female applicants only under Section 9 of the Equality Act 2010.

PURPOSE OF THE ORGANISATION

- a) Ending sexual exploitation and violence towards women involved in prostitution.
- b) Recognising the barriers to exit and providing women in the sex industry with direct support, enabling fresh choices to overcome these.
- c) Shifting the burden of the law in the UK by influencing policy, practice and public discourse in the UK, alongside survivors regarding prostitution.

SCOPE OF THE JOB:

- Care co-ordination of women with complex needs who want support, or to exit street-based prostitution.
- Advocacy and referral to Multi-Agency Meetings, including the Crawley VAWAG Forum, Domestic Violence Multi-Agency Partnerships, along with other support services in North Sussex.
- Effectively monitoring client work, preparing reports and ensuring funders' targets are met.
- Being on the rota for the outreach shifts and police operations, to ensure smooth delivery of the service and continuity between the outreach and daytime support service.
- Representing the organisation at specified events and networks locally.
- Participation in Streetlight UK annual fundraising and awareness campaign.
- Contributing to the overall client support strategy of Streetlight UK in conjunction with the Executive Director and Senior Women's Support Manager.
- Preparing research and reports for partners, funders and other stakeholders as directed by and in conjunction with the Support Manager and Executive Director.

DUTIES AND KEY RESPONSIBILITIES OF WOMENS SUPPORT WORKER

- 1) Work in a flexible, woman-centered, trauma informed and strengths-based approach; recognising the woman as an expert of her own experience.
- 2) Support women to build their confidence and self-esteem enabling them to develop strategies to put control, direction and purpose into their lives within a supported environment.
- 3) Complete assessments with women to ensure that structured support and care plans are in place and are regularly reviewed, with clear goals and objectives that are client-led and agreed with women.
- 4) To provide intensive personalised support with a bespoke, holistic and integrated service to women encompassing a range of risk, health, social and relationship needs.
- 5) Support women involved in prostitution to overcome the barriers they face in exiting e.g., mental health, housing, problematic substance use, homelessness, poverty, domestic abuse, sexual violence, the criminal justice system; and to make positive steps forward with their lives.
- 6) Commit to taking a multi-agency approach to women's support. Identify and develop strong working partnerships and links across Sussex's voluntary and statutory services to improve options for service users.
- 7) Enable women to access other support services by building good working links and ensure women are getting the right support.
- 8) Take into account the spiritual, religious and cultural needs of women.
- 9) Use a range of qualitative and quantitative tools to monitor women's journey of progress.

CRAWLEY BREAKFAST CLUB

- 10) Maintain and develop Streetlight UK's presence as a key specialist support service at the weekly, women's only club, run by Kent, Sussex and Surrey Rehabilitation. Addressing all access and policy issues.
- 11) Provide support for women accessing the Breakfast Club; in crisis and on-going basis.
- 12) Undertake risk assessments (including safeguarding) and safety planning with women who are referred to Streetlight UK from the Breakfast Club in conjunction with the Support Manager.
- 13) Comply with all Streetlight UK policies and procedures for safe working practices for the women, the volunteers and adhere to safety and emergency procedures as laid down by the Breakfast Club staff.

TEAM WORKING

- 14) Invest in the team and work collaboratively in order to share the case load.
- 15) Attend staff meetings with the Executive Director, Support Manager and internal case management meetings, briefings / debriefing, and handovers as needed.
- 16) Attend the annual team days (in London and Sussex) and any other training provided.
- 17) Work safely and considerately in Streetlight UK's office.
- 18) Liaise with volunteers to support and increase the impact of the project.
- 19) From time to time the employee may be required to perform other duties commensurate with their role and abilities, as reasonably required, to facilitate the smooth running of the charity.

DATA MANAGEMENT

- 20) Responsible for recording and entering all cases and notes, outreach recording and partner meeting recording forms onto the Streetlight UK remote access management filing system.
- 21) Contributing towards data collection and impact recording (via Performance, Outgoings and monitoring (POM) Form and provide data for reports to trustees and other funders.

SUPERVISION

- 22) Commit to supervision sessions with your line manager and to external supervision.
- 23) Commit to a good working relationship with the whole Streetlight UK team (based in London) supporting the healthiness of the wider team.

3) Person Specification – Streetlight UK Women’s Support Worker		
Criteria	Essential/Desirable	Measured
1. Education, Qualifications	<p>Essential</p> <ul style="list-style-type: none"> a) Degree /equivalent qualifications, counselling, social work, nursing, mental health, probation And/or significant work/life experience b) Full UK Driving License- as the role requires travel across Sussex 	Application Form/ Interview
2. Experience	<p>Essential</p> <ul style="list-style-type: none"> a) Experience of working with women in prostitution and/or vulnerable women b) Experience of working with safeguarding policies and procedures c) Experience of drop-in and/or 1-1 case work d) Experience of maintaining clear boundaries, crisis management skills and the ability to cope with stressful client-based situations <p>Desirable</p> <ul style="list-style-type: none"> a) Experience of working within the criminal justice system and/or Health/Exiting prostitution (please state) b) Experience of service user involvement c) Working in a trauma and gender informed approach d) Experience of working with Local authority services e) Direct experience of the charity sector 	Application Form/ Interview

<p>3. Skills / Abilities</p>	<p>Essential</p> <ul style="list-style-type: none"> a) Ability to coordinate and prioritise work load b) Excellent communication skills, a level of numeracy, literacy and comprehension that enables you to prepare and maintain case records, communicate in writing with other agencies and analyse written and numerical information and produce policy briefings c) Ability to work alone and part of a wider team d) Ability to build strong relationships and partnerships e) Strong IT skills (Word, PowerPoint, Excel, Database, MailChimp) <p>Desirable</p> <ul style="list-style-type: none"> a) Knowledge of the DWP Welfare Systems (basic Housing, Benefits Law) b) Experience of access support for women regarding their mental health assessments c) Ability to make a homelessness application f) Experience of problem solving or developing exiting strategies 	<p>Application Form/ Interview (Case Study)</p>
<p>4. Personal Qualities</p>	<p>Essential</p> <ul style="list-style-type: none"> a) Able to positively work within our ethos, vision and values b) Excellent team player able to work with a small team c) Highly developed sense of self-awareness, and ability to work with different points of view d) Committed to the national vision and values of Streetlight UK as well as the local focus of the Sussex Team e) Self -motivated and adaptable -flexible to change f) Thorough with a high attention to detail 	