

LONDON WOMEN SUPPORT WORKER AND YOU CHOOSE CO-ORDINATOR

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 favourable 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 of 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.

Sickness Absence

If you are unable to attend work for any reason and your absence has not previously been authorised by the organisation you must inform your line manager in person, via phone (not via text or email), of the fact of your absence and the full reasons for it at least 30 minutes before your normal start time on each working day of absence until you have provided the organisation with a medical certificate. You must also notify your line manager of the likelihood of your date of return and keep them informed of your progress in person (not via text or email). For absences beyond seven consecutive days (including



non-working days) you may be required to obtain a medical statement (a 'fit note') signed by a doctor. For the avoidance of doubt, sick pay is non-contractual and subject to CEO and Trustee discretion.

Contract termination - This contract will be terminated 12 months from start date after contract offer, or by prior written notice by either party, unless it is agreed by mutual agreement to continue after that date. This agreement shall terminate immediately in the event of failure on the part to observe any material obligation under this agreement.

JOB DESCRIPTION

Streetlight UK is a growing charity, delivering a specialist support service for women involved in prostitution across Sussex, Surrey and London. We are a passionate, enthusiastic and dedicated team of women who are determined to see sexual exploitation and violence end for women.

We are looking for someone with energy, motivation and dedication to support our service users. Taking a women-centred approach, your role would include providing care co-ordination and daytime support for women with complex needs who need support, or desire to exit prostitution.

Having experience of working with vulnerable adults is desirable, as well as having a highly developed sense of self-awareness and the ability to work in a gender and trauma informed way. Additionally, having some knowledge of co-ordinating and delivering training events and programmes would be desirable, as you will be actively involved in helping facilitate our 'You Choose' deterring re-offending perpetrator course.

You should also be proactive and organised in ensuring required paperwork is complete. This is a part-time role based at the Streetlight UK London office – covering outreach and service user support across London, particularly focused on the You Choose Course in Enfield, Newham & Tower Hamlets as well as focusing on Lambeth on-street outreach.

Line Manager:	CEO
Location:	London (London Bridge Office)
Hours of Contract	21 hours per week (includes weekly night outreach)
Contract:	12 months contract

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

PURPOSE OF THE ORGANISATION

- 1) Ending sexual exploitation and violence towards women involved in prostitution.
- 2) Recognizing the barriers to exit and providing women in the sex industry with direct support, enabling fresh choices to overcome these.
- 3) 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 or off-street prostitution, pan London.
- Advocacy and referral to Multi-Agency Meetings, including the Pan London SWAG Forum, Enfield VAWAG, Domestic Violence Multi-Agency Partnerships, along with other support services across London.
- Effectively monitoring client work, preparing reports and ensuring funders' targets are met.
- Overseeing and coordinating all outreach for the Lambeth outreach shifts and police operations, to ensure smooth delivery of the service and continuity between the outreach and daytime support service.
- Delivering day-time support and follow up to service users and managing a personal case-load of service users in liaison with the CEO.
- Representing the organization 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 CEO and Operations Manager.
- Preparing research and reports for partners, funders and other stakeholders as directed by and in conjunction with the CEO.
- Organizing and helping deliver the 'You Choose' Perpetrators Course in Tower Hamlets, Enfield and Newham.

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 London'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.

'YOU CHOOSE' PERPETRATORS COURSE

- 1) Organising and planning delivery of the 'You Choose' perpetrator course in Tower Hamlets, Enfield and Newham and across other London Boroughs should opportunities arise.
- 2) You should have adequate understanding of delivery, managing and co-ordinating small training events and programmes.
- 3) You must further be proactive and organised in ensuring any paperwork required is completed. All requirements for the course should be scheduled for a smooth operation.
- 4) Ensuring all required paperwork that needs to be sent out or printed, has been done so in a timely manner before and after the course.
- 5) Liaising with Police and Local Authorities in regard to attendance, forms and course data.
- 6) Checking all IT and resources for the event are in place at the venue.
- 7) Checking and sending out emails regularly, especially in the run up to the event.

TEAM WORKING

- 1) Invest in the team and work collaboratively in order to share the case load.
- 2) Attend staff meetings with the CEO, Operations Manager and internal case management meetings, briefings / debriefing, and handovers as needed.
- 3) Attend the annual team training days (in London and Sussex) and any other training provided.
- 4) Work safely and considerately in Streetlight UK's office.
- 5) Liaise with volunteers to support and increase the impact of the project.
- 6) From time to time the contract worker 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

- 1) 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.
- 2) 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

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

PERSON SPECIFICATION: STREETLIGHT UK WOMEN'S SUPPORT WORKER

EDUCATION AND QUALIFICATIONS

ESSENTIAL:

- 1) Degree/ equivalent qualifications, counselling, social work, nursing, mental health, probation and/or significant work/life experience.
- 2) Valid UK Driving license.

EXPERIENCE

ESSENTIAL:

- 1) Experience of working with women in prostitution and/or vulnerable women.
- 2) Experience of working with safeguarding policies and procedures.
- 3) Experience of drop-in and/or 1-1 case work.
- 4) Experience of maintaining clear boundaries, crisis management skills and the ability to cope with stressful client-based situations.
- 5) Experience of communicating and organising with a variety of staff.

DESIRABLE:

- 1) Experience of working within the criminal justice system and/or Health/Exiting prostitution (please state).
- 2) An understanding of how statutory bodies such as the police and Local Authorities operate.
- 3) Experience of service user involvement.
- 4) Working in a trauma and gender informed approach.
- 5) Experience of working with Local Authority services.
- 6) An understanding of the Parliamentary and Political arena.
- 7) Direct experience of the charity sector.
- 8) Some experience in Event Training including organising, managing and delivering courses/events.

SKILLS, KNOWLEDGE AND EXPERTISE

ESSENTIAL:

- 1) Ability to co-ordinate and prioritise work load.
- 2) 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.
- 3) Ability to work alone and part of a wider team.
- 4) Ability to build strong relationships and partnerships.
- 5) Strong IT skills (Word, PowerPoint, Excel, Database, MailChimp and Outlook).
- 6) Ability to handle confidential and sensitive material.

DESIRABLE:

- 1) Knowledge of the DWP Welfare Systems (basic Housing, Benefits Law).
- 2) Experience of access support women regarding their mental health assessments.
- 3) Ability to make a homelessness application.
- 4) Experience of problem solving or developing existing strategies.

PERSONAL QUALITIES

ESSENTIAL:

- 1) Able to positively work within our ethos, vision and values.
- 2) Excellent team player able to work with a small team.
- 3) Highly developed sense of self-awareness, and ability to work with different points of view.
- 4) Committed to the national vision and values of Streetlight UK as well as the local focus of the London Team.
- 5) Self-motivated and adaptable – flexible to change.
- 6) Thorough with a high attention to detail.