

Specialist Support Worker for women and non-binary people who are autistic or have learning disabilities

Job Description

Job title:	Specialist Support Worker
Salary:	£27,515 (FTE)
Hours:	22.5 hours per week - May require occasional flexible working (for example, workshops/events/training)
Responsible to:	Support Services Coordinator
Based:	Taunton with travel required throughout Somerset. Up to 30% of hours per week working from home
Pension:	5% employer pension contribution
Annual leave:	27 days plus bank holidays (FTE)
Contract:	Permanent

This post is subject to an enhanced DBS check and open to women only (exempt under the Equality Act 2010 Schedule 9, Part 1).

Equality, diversity, and inclusion

At SARSAS we strive to create a workplace that reflect the communities we serve and where everyone feels empowered to bring their full, authentic selves to work. We want to build an inclusive culture that encourages, supports, and celebrates diverse voices. We actively encourage applicants with protected characteristics to apply.

We are committed to taking an inclusive approach to recruitment and selection whilst ensuring there is no discrimination in our processes and that our team and prospective employees are treated fairly, with respect and without bias. Reasonable adjustments to the interview process can be made to accommodate additional requirements. Applicants are encouraged to highlight any specific adjustments needed to enable participation in the recruitment process.

Key responsibilities

Service delivery

- Work within the SARSAS team to deliver one-to-one Specialist Support Work (SSW) for women and non-binary people who are autistic or have learning disabilities who have experienced rape or sexual violence at any point in their lives.
- Support survivors to achieve positive outcomes on health and wellbeing, safety, interpersonal relationships, empowerment and confidence, employment, training and education, community integration and involvement.
- Accurately and timeously input client notes and maintain client records in accordance with data protection/GDPR policy.
- Work with the Specialist Support Work team to ensure support is responsive to intersectionality, accessible, ethical, safe and effective for all service users with multiple support needs.
- Undertake assessments for people wanting to access SARSAS services.
- Deliver flexible community support services to survivors with multiple support needs remotely, at SARSAS offices or an alternative suitable setting.
- Facilitate group work and/or peer support for survivors of sexual abuse and rape who are autistic or have learning disabilities.
- Provide day-to-day line management support to volunteers, placement students and apprentices as and when required.

Service development

- Develop and maintain creative and accessible resources and information for use by autistic clients and clients with learning disabilities, their supporters, SARSAS helpline and support workers and key partner agencies as appropriate.
- Liaise with partner organisations, to include delivering informal presentations or short training sessions relevant to this work.
- Maintain up to date knowledge of relevant legislation, relevant evidence bases and good practice guidelines and share this with the team at SARSAS
- Contribute to the development and delivery of sexual violence group work.
- Proactively maintain professional knowledge and best practice (including staying informed of updates and developments and attending regular team meetings)
- Ensure compliance and responsiveness to child and adult safeguarding policies and procedures within the organisation and local authorities

Monitoring and evaluation

- Actively seek feedback from survivors and record outcomes appropriately.
- Support in facilitating the Learning disabilities and autism lived experience advisory group ensuring services are informed and shaped by survivors.
- Work within the SARSAS team to ensure best practice systems are in place and that all service activity is recorded, monitoring is collected, and information is inputted appropriately & timely into a case management database and effectively evaluated to improve service provision.
- Regularly produce case studies and data for reporting and training purposes.

External relations

- Promote a positive view of the service when interacting with colleagues and external partners and stakeholders.
- Work in partnership with Rape Crisis England & Wales, and other rape crisis and sexual abuse support centres.

Other duties

- Work within professional boundaries always maintaining safety and appropriate confidentiality.
- Commit to self-care and reflective practise including engaging with SARSAS line management, clinical supervision and annual appraisal.
- Attend organisational meetings as required and communicate effectively with relevant colleagues across the SARSAS team.
- Attending all training, whether statutory or non-statutory, as required.
- Ensure that all SARSAS policies and procedures are adhered to, including safeguarding, confidentiality and GDPR.
- Uphold and work within SARSAS's Equality and Diversity Policy.
- Take a positive and proactive approach to problem solving in order to manage a varied workload and contribute to a positive working environment.

Person specification – Specialist Support Worker

	Essential Criteria	Desirable
Qualifications, training and experience	<p>A recognised qualification or significant training and experience of working in a supportive and/or therapeutic way with women who have experienced trauma with multiple support needs.</p> <p>Experience of building positive and empathic relationships with autistic people and/or clients learning disabilities who can verbally communicate.</p> <p>Experience of multi-disciplinary working, in particular working alongside statutory services such as mental health teams, police and social services.</p> <p>Experience of advocating on behalf of clients.</p> <p>Relevant experience of making comprehensive assessments and understanding referral pathways.</p> <p>Experience or understanding of facilitating group work and/or peer support.</p> <p>Experience of and commitment to working with diversity.</p>	<p>Experience of working with women who have experienced sexual violence at some time in their lives.</p> <p>Experience of resource development including tools for use by others.</p> <p>Experience of developing and delivering presentations and/or workshops.</p>

<p>Skills & Abilities</p>	<p>A sensitive, empathic and mature approach to working within a specialist service.</p> <p>Skills in working with the impact of trauma.</p> <p>Clear and effective verbal and written communication.</p> <p>Good organisational, planning and time management skills.</p> <p>Willingness and ability to travel as across Somerset and where required access to own transport.</p> <p>Ability to manage lone working and maintain communication within a team.</p> <p>Ability to manage a flexible complex caseload, demonstrating good organisational and planning skills.</p> <p>Ability to keep up-to-date records and to monitor and evaluate client data.</p>	
<p>Experience and knowledge</p>	<p>Comprehensive understanding of the impact of rape and sexual abuse including causes and consequences.</p>	<p>Knowledge of key signposting and referral agencies.</p> <p>Knowledge of relevant legislation.</p>

*Listen.
Believe.
Support.*

	<p>Safeguarding principles & procedures for both adults and children.</p> <p>Knowledge of confidentiality and data protection policy and procedure.</p>	<p>Knowledge of workplace health and safety, including assessing risk.</p>
<p>Personal effectiveness</p>	<p>Excellent IT skills.</p> <p>Creative and flexible and able to work alongside others in a team.</p> <p>Understanding and commitment to SARSAS's feminist ethos.</p> <p>A commitment to service user involvement and community development</p> <p>Enthusiasm and passion for the nature of this work and a commitment to continuing Professional Development.</p> <p>Awareness of the possible impact on oneself of working with trauma and commitment to looking after own personal wellbeing.</p>	
<p>Diversity</p>	<p>Comprehensive understanding of and commitment to equality and diversity issues with regards to ages, disability, ethnicity, faith or belief, gender identity and sexual orientation.</p>	