

# SARSAS

*Listen.  
Believe.  
Support.*

## Specialist Support Worker

### Job Description

- Salary:** £28,065 per annum (full time equivalent)
- Hours:** 37 hours per week
- Location:** Bristol (with some travel across Avon and Somerset), up to 2 days per week working from home
- Contract:** Permanent
- Responsible to:** Support Services Coordinator
- Pension:** 5% employer pension contribution
- Annual leave:** 27 days plus bank holidays per year (full time equivalent)

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

### Equal opportunities statement

SARSAS values diversity and welcomes applicants from all sections of the community; especially from minority groups/groups with a protected characteristic such as People of Colour, who are currently under-represented. We are a Disability Confident Committed Employer. Our current premises are wheelchair accessible.

**We are currently seeking a Specialist Support Worker to join the SARSAS team to work with women\* who have experienced rape or sexual violence and who may have multiple support needs (for example, drug and alcohol misuse, disabilities or mental health needs). You will also carry out assessments for support and facilitate some group work.**

\*Including trans-women and non-binary people.

# SARSAS

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## **About You**

You will have experience of working with people who have experienced trauma and understand the complexities of working with clients with multiple support needs. You will be passionate about working with survivors of sexual violence, have a working knowledge of the impacts of trauma and an understanding of the barriers clients may face in accessing support.

You will have the personal skills to support and empower clients through liaison, advocacy and psychoeducational tools, enabling clients to achieve positive outcomes in areas such as health and wellbeing, safety, interpersonal relationships, confidence, employment and community integration. You will have a knowledge of partner agencies and external pathways to support.

You will be skilled in carrying out needs and risk assessments to ensure SARSAS clients are offered the most appropriate pathways of support. In addition to one-to-one support, you will have the skills to be involved in facilitating group work for survivors of sexual abuse.

## **About SARSAS**

SARSAS exists to relieve the trauma and distress and help rebuild the lives of survivors who live in Somerset, Bristol, South Gloucestershire, North Somerset and BANES, who have experienced any form of sexual violence, at any point in their lives. We campaign and educate to raise awareness and bring an end to sexual violence. Partnership work with a variety of agencies locally and nationally is a priority to enable social change.

Our work is guided by a trauma-informed approach which understands how traumatic experiences can impact on survivors and keeps an awareness of the effects of trauma at the forefront of our approach to support.

This video developed as part of the 2021 [GSK Impact Awards](#) will give you a taster of the work we do.

## **Key responsibilities**

### ***Service delivery***

- Work within the SARSAS team to deliver one-to-one Specialist Support Work (SSW) to women\* who have experienced sexual abuse 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 SSW 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 victim-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.
- Provide day-to-day line management support to volunteers, placement students and apprentices as and when required.

### ***Service development***

- Develop and maintain evidence-based resources supported by SARSAS for use by SARSAS volunteers, staff and key partner agencies as appropriate.
- Liaise with partner organisations, to include delivering informal presentations 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.

# SARSAS

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- 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.
- Work within the SARSAS team to ensure best practice systems are in place and that all service activity is recorded, monitoring is collected, 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.

# SARSAS

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- 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.

See next page for Person Specification.

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications training and experience</b>	<p>A recognised qualification or significant training and experience of working in a supportive and/or therapeutic way with people who have multiple support needs.</p> <p>Experience of building positive and empathic relationships with 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 multi-disciplinary working, working alongside statutory services such as mental health teams, polices and social services.</p> <p>Experience of and commitment to working with diversity.</p> <p>Experience of advocating on behalf of clients.</p>	<p>Experience of delivering presentations or training.</p> <p>Experience of working with people who have experienced sexual violence at some time in their lives.</p> <p>Experience of participating in clinical supervision.</p>

<p><b>Skills and abilities</b></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 skills.</p> <p>Willingness and ability to travel throughout the area.</p> <p>Ability to manage lone working and maintaining communication within a team.</p> <p>Ability to manage a flexible complex caseload demonstrating good organisational &amp; planning skills.</p> <p>Ability to keep up-to-date records and to monitor and evaluate client data.</p>	
<p><b>Experience/ knowledge</b></p>	<p>Comprehensive understanding of the impact of rape and sexual abuse including causes and consequences.</p> <p>Safeguarding principles &amp; procedures for adults &amp; children.</p> <p>Knowledge of confidentiality and data protection policy and procedure.</p>	<p>Knowledge of key signposting and referral agencies.</p> <p>Knowledge of relevant legislation.</p> <p>Knowledge of workplace health and safety, including assessing risk.</p>

<b>Personal effectiveness</b>	<p>Excellent I.T. skills.</p> <p>Creative and flexible and able to work with others in a team.</p> <p>Understanding and commitment to SARSAS's feminist ethos.</p> <p>Commitment to Continuing Professional 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>	
<b>Diversity</b>	<p>Comprehensive understanding of and commitment to equality and diversity issues with regards to age, disability, ethnicity, faith or belief, gender identity, and sexual orientation.</p>	