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April 2024

**upport**

Dear Applicant,

**Vacancy: Support Practitioner**

Thank you very much for your interest in working with Lanarkshire Rape Crisis Centre (LRCC).

I am enclosing:

* background information
* job description
* person specification
* application form
* equal opportunities monitoring form online link

Further information about Lanarkshire Rape Crisis is available at <https://lanrcc.org.uk/>

Please note that the deadline for completed applications is **Tuesday 28th May at 10am**. Due to limited resources, we will only contact you if you have been shortlisted for interview. All shortlisted candidates will be contacted by email no later than **Friday 31st May** andinterviews will be held in person on **Monday 10th June.**

Please note that we do not accept CVs. The full application form should be completed and emailed to [recruitment@lanrcc.org.uk](mailto:recruitment@lanrcc.org.uk). To help us promote diversity in our workforce and proactively encourage equal opportunities, including to disabled women, black and minority ethnic women and lesbian women, please complete our monitoring form online at <https://forms.office.com/e/SFLAbesfLA>

All posts we recruit require female applicants under Schedule 9, Part 1 of the Equality Act 2010 and Section 7(2) e of the Sex Discrimination Act 1975.

We look forward to receiving your application. In the meantime, if you have any queries, please get in touch via email on [recruitment@lanrcc.org.uk](mailto:recruitment@lanrcc.org.uk)

Best wishes,

Helen Provan

**Centre Director**

**Lanarkshire Rape Crisis Centre**

**Background Information:**

**Lanarkshire Rape Crisis**

Lanarkshire Rape Crisis Centre (LRCC), established in 2004, is part of the national network of 17 Rape Crisis Centres who are members of Rape Crisis Scotland and adhere to the RCS National Service Standards.

You can find out more about what Rape Crisis support involves in our short film Making Recovery a Reality <https://www.youtube.com/watch?v=D7MSqIok0zw>. More information about the wide range of work undertaken by Rape Crisis Scotland Centres across the country can be found at [www.rapecrisisscotland.org.uk](http://www.rapecrisisscotland.org.uk)

The work of Lanarkshire Rape Crisis:

* Provides trauma enhanced therapeutic 1:1 support to women and girls who have experienced rape and all forms of sexual violence aged 12+ as well as their friends, family, partners and workers. We also provide crisis support options and justice advocacy for male survivors and survivors of all gender identities.
* Provide justice advocacy support to those considering, or who are engaging with the criminal justice process. You can read more about the NAP here <https://www.rapecrisisscotland.org.uk/national-advocacy-project/>
* Delivering prevention workshops and engaging with young people across schools and youth settings in Lanarkshire as part of the Rape Crisis Scotland National Prevention Programme. [Prevention | Rape Crisis Scotland](https://www.rapecrisisscotland.org.uk/prevention/)
* We work in partnership with other key stakeholders such as local police, local authorities, and schools to improve understanding and provision of gender-based violence and trauma informed responses to survivors of sexual violence.

The Centre is based in central Hamilton, and this job role is office based as the support delivered on a face-to-face basis as well as by telephone and some virtual methods.

**LANARKSHIRE RAPE CRISIS SUPPORT PRACTITIONER JOB DESCRIPTION**

TITLE: Sexual Violence Support Practitioner

HOURS: 28 hours a week over 4 or 5 days, plus current rota for one

evening every fortnight, this may be subject to change.

(Weekend working for e.g. occasional staff training). We will

welcome applicants who are only in a position to work 21hrs

per week.

SALARY: £27,500 (pro rata) for an initial 18-month period. As this is a

core post, LRCC is committed to securing ongoing funding

beyond this timeframe

LOCATION: Hamilton office premises

BENEFITS: 6% employer contribution, Death in Service policy of 2 times

salary, Employee Assistance Programme, Continuing

Professional Development, External Practice Supervision

ANNUAL LEAVE ENTITLEMENT 27 days personal (increasing by 1 day per year up to

maximum of 30 days), plus 12 days Public Holidays (all pro

rata)

RESPONSIBLE TO: Service Manager (Support Services)

**Job Description**

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| **Core Purpose of Job** | To deliver specialist therapeutic support and information services to survivors age 12+ affected by sexual violence, at our main premises, at outreach locations across Lanarkshire and via virtual methods. |
| **Main Duties and Responsibilities** | * Provide therapeutic support services (face to face / telephone / online) within a feminist, survivor-centred approach at all times * Provide timely regular progress reports of your work * Offer support to families, friends, and partners of survivors * Assist in internal and external training * Promote opportunities for reflective practice, sharing experiences and identifying learning opportunities within the wider team * Facilitate and contribute to groupwork programmes for survivors * Work on a community outreach basis as necessary, including visits to other settings * To establish and maintain effective liaison with appropriate voluntary and statutory agencies * Record all information pertaining to LRCC’s support services accurately and appropriately in line with LRCC’s policies on confidentiality and GDPR * Contribute to the running of the Centre including housekeeping and supporting other projects * Ensure that the delivery of support recognises the additional barriers and inequalities faced by survivors of sexual violence from marginalized groups and communities and strives to promote at all times inclusive and anti-discriminatory practice across all aspects of the service * Contribute to the development of information materials for survivors and to the promotion of LRCC services across Lanarkshire * Adhere to all LRCC policies and procedures including Safeguarding, Boundaries, Health and Safety standards and Equalities legislation at all times and in all locations of service delivery.   **Other**   * To work as part of a team * To communicate effectively (written, electronic and verbal) * To attend individual supervision, team meetings and practice development meetings. * To contribute positively to the overall mission, vision and values of LRCC. * Flexibility of working hours * The post holder will regularly apply creative or adaptive thinking to develop innovative new approaches or solutions.   Any other responsibilities commensurate with the role required to meet the needs and expectations of the organisation and Board |

**Person Specification**

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| **CRITERIA** |  | **ESSENTIAL** |  | **DESIRABLE** |
| Knowledge |  | Knowledge of a range of age-appropriate methods and tools to support people affected by trauma  Ability to articulate an understanding and commitment to a feminist analysis of gender-based violence  Knowledge of the impact that sexual violence has on women, young people, and communities |  | Knowledge of the Third Sector and its role in addressing Violence Against Women  Knowledge of Criminal Justice procedures that relate to victim/witnesses regarding sexual offences  Knowledge of legislation and good practice relating to health and safety, data protection and safeguarding of adults and children |
| Skills,  Abilities & Experience |  | Experience of providing emotional therapeutic, practical support and advocacy services to people affected by trauma    Experience of supporting individuals who self-harm and/or express suicidal intention  Experience of assessing risk and following safeguarding procedures as necessary  Experience in the use of IT for self-administration e.g., Microsoft 365, email, and databases  Excellent numeracy and communication skills both written and oral  Excellent planning and organisation skills with the ability to prioritise workload, managing deadlines when required. |  | Experience of working within Violence Against Women Network    Experience of delivering online support    Experience of working with or supporting volunteers  Experience of implementing and reviewing creative monitoring and evaluation processes  Experience of effective partnership working with statutory and third sector agencies |
| Personal |  | A high level of commitment to the values and ethos of LRCC    Demonstrates personal integrity with a ‘can do’ positive attitude  Demonstrates a resilient approach to the workplace, with clear strategies for managing self  Commitment to modelling feminist values and promoting equality and diversity |  |  |
| Other |  | Ability to work flexibly and to do evening and weekend meetings as required by the needs of LRCC (currently evening rota on fortnightly basis) |  | Hold a current clean driving licence and access to a car with business use insurance |

All posts we recruit require female applicants under Schedule 9, Part 1 of the Equality Act 2010 and Section 7(2) e of the Sex Discrimination Act 1975.

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**Application to Lanarkshire Rape Crisis**

**for the post of**

**Support Practitioner**

**To be returned to:** [recruitment@lanrcc.org.uk](mailto:recruitment@lanrcc.org.uk)

**by:** 10am on Tuesday 28th May 2024

The boxes will expand if necessary to fit your responses if done electronically. Otherwise please continue on a separate sheet of paper

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| **Section 1: Personal details** | |
| Surname: | First name: |
| Address: | Tel (home): |
| Tel (mobile): |
| Tel (work):  May we contact you at work? yes/no |
| Postcode: | Email address: |
| Do you have any particular requirements to facilitate your access to interview, or relevant to the job, which we need to know about? | YES NO |
| If yes, please give details: |  |

If completing this form electronically, please add a scanned signature.

Signed ­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_

THIS SHEET WILL BE DETACHED FOR SHORTLISTING

*Office use only / Reference number*……….

*Office use only / Reference number*……….

**Application to Lanarkshire Rape Crisis**

**for the post of**

**Support Practitioner**

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|  | **Section 2: Qualifications and training relevant or necessary for this role** | | | | | | | | | | |
| Subject | | | Level of Qualification Achieved | | Awarding Body | | | | | | Date Awarded |
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|  | **Section 3:** **Present employer** | | | | | | | | | | |
| Name & address of employer: | | | |  | | Date commenced employment: | | | | | |
| Job title: | | | | Notice required: | | |  | | Current salary: | | |
|  | Brief description of your main duties and responsibilities, with a clear emphasis on those areas most relevant to the job applied for: | | | | | | | | | | |
|  | **Section 4: Previous employment (list in order, with most recent employer first)** | | | | | | | | | | |
|  | Please list **all** your previous employment, detailing any gaps between employments with reasons (continue on a separate sheet if necessary). | | | | | | | | | | |
| Dates | | | Name and address of employer | Job title and nature of work | | | |  | | Reason for leaving | |
| From  DD/MM/YY | | To  DD/MM/YY |  | |
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| **Section 5: Relevant skills, experience and abilities** | | | |
| **With reference to the job description and person specification, please outline how your work experience (including unpaid work) training, skills and abilities would enable you to carry out the duties of this post. Please include any information which you feel is relevant, paying specific attention to each Essential and Desirable points in the person specification as scoring and shortlisting will be based on your answering each point. Whilst LRCC does not facilitate a counselling service provision we welcome applicants with qualifications and experience in this work. Shortlisting will be based on the information given in this application so please be explicit and give specific examples from your own practice. Giving consideration to the personal qualities identified in the job specification, please also tell us why you are applying for this position and why you believe you are the best candidate for this role.** Do not include a CV as this will not be considered. | | | |
|  | | | |
| **Section 6: References** | | | |
| LRCC requires a minimum of 2 employment references to cover a three-year period – if necessary, please provide further referees covering the last 3 years. | | | |
| **Reference 1: Current / most recent employer** | | | |
| Name: | Position: | | Tel no: |
| Company name: | | Email:  Address: | |
| May we, with discretion, contact your employer to discuss this reference:  Yes | |
| **Reference 2: Previous employer / supervisor** | | | |
| Name: | Position: | | Tel no: |
| Company name: | | Email:  Address: | |
| May we, with discretion, contact your previous employer to discuss this reference: | |
| **Reference 3: Previous employer / supervisor** | | | |
| Name: | Position: | | Tel no: |
| Company name: | | Email:  Address: | |
| May we, with discretion, contact your previous employer to discuss this reference:  Yes | |

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| **Section 7: Declaration** |
| I certify that all the information contained in this form and any attachments is true and correct to the best of my knowledge. Offers of employment will be subject to satisfactory references, a PVG check and compliance with UK working restrictions. I realise that false information or omissions may lead to dismissal without notice.  Signature: (Electronic or scanned will suffice)  Date: |

Applications will be retained for a 6-month period following the deadline and the successful applicant’s data will be processed in line with our GDPR & HR policies.