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January 2025

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Dear Applicant,

**Vacancy: SV Prevention & Development Practitioner (Young People Project)**

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

Lanarkshire Rape Crisis Centre was established in 2004 and details of all the services we provide are available at <https://lanrcc.org.uk/>

Please note that the deadline for completed applications is **18 February** 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 by **21 February** andinterviews will be held in person on **4th March 2025.**

Please note that we do not accept CVs. The full application form should be completed and emailed to 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/bisexual women, please complete our monitoring form online at [**https://forms.office.com/e/tn5v5YWsUv**](https://forms.office.com/e/tn5v5YWsUv)

Please note only female applicants need apply under Schedule 9, Part 1 of the Equality Act 2010, and Part 1. 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

Best wishes,

Helen Provan

Centre Director

Lanarkshire Rape Crisis Centre

**Background Information:**

Lanarkshire Rape Crisis Centre (LRCC), established in 2004, is an independent charity with the objective of relieving the distress and improving the welfare of women and girls who, at any time in their lives, have been subjected to any form of sexual violence. LRCC works collaboratively with 17 Rape Crisis Centres across Scotland who also adhere to National Service Standards.

You can find out more about what Rape Crisis support involves in the 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 Centres in Scotland and information about national campaigns can be found at [www.rapecrisisscotland.org.uk](http://www.rapecrisisscotland.org.uk)

The work of Lanarkshire Rape Crisis:

* Provides trauma informed 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. We also provide telephone crisis support for male survivors and survivors of all gender identities.
* Provides justice advocacy support to those considering, or engaging with the criminal justice process You can read more about the work 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. <https://www.rapecrisisscotland.org.uk/prevention/>
* Working in partnership with other key stakeholders to end violence against women. Across Lanarkshire improve understanding and provision of violence against women services and trauma informed responses to survivors of sexual violence.

**The National Lottery Community Fund, Improving Lives- Young Persons Project 2025-2027:** Lanarkshire Rape Crisis Centre (LRCC) has been awarded funding for a 3-year period for a Young Survivors Project. The funding will provide a dedicated Young Survivors Support Service and lead to the creation of a Young People Reference Group. The Support Service will offer a range of individual and peer support options to aid in the recovery from any form of sexual violence or abuse. The Reference Group will be a space for young people to come together in solidarity, have their voices championed and amplified and be a key part of the prevention landscape tackling gender-based violence. The funding means we are recruiting 2 new staff to lead on the development and delivery of the project and work collaboratively within our existing staff teams to deliver the project outcomes.

**LANARKSHIRE RAPE CRISIS PREVENTION & DEVELOPMENT PRACTITIONER JOB DESCRIPTION**

TITLE: Sexual Violence Prevention & Development Practitioner (Young People Project)

HOURS: 21 hours a week (days/times to be agreed with successful

 candidate) These can include evening and occasional

 weekend working to meet the needs of service users.

SALARY: £28, 215 (pro rata) Fixed term until 31 December 2027.

 LRCC is committed to seeking and securing ongoing

 Funding beyond this timeframe. (14hrs per week funded via

 NL Community Fund and 7hrs via the CYP Scottish

 Government Fund)

LOCATION: The post holder is based at LRCC premises, central Hamilton

 (with regular travel to sites across Lanarkshire, including

 schools)

BENEFITS 6% employers’ 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 to 30 days per year after 3 yrs

 service), plus 12 days Public Holidays (all pro rata)

RESPONSIBLE TO: Service Manager (Justice Advocacy & Prevention Services)

**Job Description**

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| **Purpose of Post** | The overall aim of this post is to support young people to establish a reference group and other group activity to: amplify young survivors voices, offer peer support and connection, engage in consultations, lead on awareness raising campaigns and influence the work of LRCC and the Violence Against Women partner agencies in Lanarkshire. The post will also play a key role in the facilitation of programmes with young people around recovery from sexual violence, what healthy sexual relationships look like (using nationally approved prevention materials), and to support schools, colleges, universities and communities in implementing holistic and strategic approaches to addressing gender-based violence.  |
| **Main Responsibilities and Activities** | **1.Delivery of prevention and development project activity*** Support young people to: establish a local reference group and other group activity to provide a mechanism to express views and highlight young survivors experiences to local and national decision and policy makers.
* Support and empower young people by offering opportunities to volunteer and gain new skills in campaign and awareness raising work
* Work with the SV Prevention Practitioner to deliver educational programmes to young people (eg ESAS) in schools and other education and community settings using the Rape Crisis Scotland sexual violence prevention pack.
* Work with the SV Prevention Practitioner to develop partnerships with schools and other education providers to plan education programmes and to support the development of policy and practice in relation to sexual violence, in accordance with existing priorities such as Curriculum for Excellence, Getting it Right for Every Child and child protection.
* Work with the SV Prevention Practitioner to deliver information sessions to school staff, parents/carers, education providers as required, in accordance with existing priorities and legislation.
* Work with the SV Prevention Practitioner to centre young survivors voices in the delivery of awareness raising and training sessions to partner organisations and play an active role in the development of sexual violence prevention projects and initiatives across Lanarkshire.

**2.Strategic development** * Support LRCC Management Team in liaising with statutory and voluntary sector agencies (such as local education authority, youth and children’s services) and contribute to multi-agency partnerships to develop strategic approaches to sexual violence prevention.
* Participate in practitioners’ forums with network of Rape Crisis prevention workers.
* Seek and develop opportunities for young people to be involved in shaping prevention interventions and work on challenging harmful gender stereotypes.

**3. Support*** Respond sensitively to disclosures and facilitate young people’s access to support services as appropriate.
* Act on any child protection or wellbeing concerns identified, according to centre’s child protection policies and procedures. Where appropriate, participate in multi-agency initiatives to promote the young person’s safety and wellbeing.

**4. Monitoring and Evaluation*** Gather evaluation data from young people and relevant professionals using the materials in national sexual violence prevention packs. Collate project activity data for LRCC to inform revision of materials and funding reports.
* Contribute to any agreed evaluation procedures including external evaluations.

**5. Equalities*** Ensure that the delivery of prevention and development work recognises the additional barriers and inequalities faced by individuals from marginalized groups and communities and strives to always promote inclusive and anti-discriminatory practice across all aspects of the service.

**6. Accountability, supervision and professional development*** Attend regular support and supervision with line manager.
* Undertake training and development as required.
* Adhere to all LRCC policies and procedures including Safeguarding, Health and Safety standards and Equalities legislation at all times and in all locations of service delivery.
* Record all information pertaining to LRCC’s services accurately and appropriately in line with LRCC’s policies on confidentiality and GDPR.

**7. Team working and communication*** Work as a team with other centre employees
* Attend regular team meetings.

**8. Other*** To contribute positively to the overall mission, vision and values of LRCC.
* Any other responsibilities commensurate with the role required to meet the needs and expectations of the organisation and Board.
* Flexibility of working hours
* The post holder will regularly apply creative or adaptive thinking to develop innovative new approaches or solutions.
* Contribute to the running of the Centre including housekeeping and supporting other projects.
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**Sexual Violence Prevention & Development Practitioner post**

There is increasing awareness of issues of sexual violence affecting young people (such as sexual bullying, pressures and expectations around “sexting”, and violence within teenage relationships) and of the impact of increasing sexualisation in the media. This post is part of a National Lottery Community Fund Improving Lives funded project, established to champion young survivors’ voices and offer bespoke local support options for young survivors. The wider sexual violence prevention activity involves prevention workers based at Rape Crisis centres around Scotland, using a shared resource pack and evaluation framework to provide a standardised approach to all young people in Scotland. Regular training opportunities and a practitioners’ forum are provided as part of the programmes including ESAS (Equally Safe at School) [Equally Safe at School | A whole school approach to preventing gender based violence](https://www.equallysafeatschool.org.uk/) and ESCU (Equally Safe at College & University). More information and a report from an external evaluation can be found <https://www.rapecrisisscotland.org.uk/prevention/>

**Person Specification**

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| **CRITERIA** |  | **ESSENTIAL** |  | **DESIRABLE** |
| **Knowledge** | E1E2E3E4 | Understanding of feminist analysis of violence against womenThorough knowledge of issues relating to sexual violenceUnderstanding of the impact of sexualisation of young people in the media and links with violence against womenKnowledge of Youth Work Principles | D1D2 | Knowledge of approaches to sexual violence preventionKnowledge of current legislation, policy and strategy relating to education and to the violence against women agenda |
| **Skills and Abilities** | E5E6E7E8E9 | 2 years proven experience working with young people in a range of settingsAbility to work effectively with a wide range of partners in voluntary and statutory agencies Good communication skills both written and oralAbility to organise and prioritise workload and juggle demands of a busy roleCompetence in use of IT, for example Microsoft packages, and delivery of PowerPoint presentations | D3D4 | Competence in use of social media and networking platforms for awareness raising campaigns and engagementCompetence in use of remote service delivery and engagement eg via Zoom |
| **Experience** | E10E11E12 | Proven experience of delivering workshops/groupwork to young peopleExperience of responding to disclosuresExperience of training delivery | D5D6D7D8D9 | Experience of developing educational materials or groupwork programmesExperience of working with people affected by gender-based violenceExperience of evaluating interventions aimed at young peopleExperience of working independently in an outreach capacityExperience of classroom and/or groupwork |
| **Qualifications** |  |  | D10 | Qualification in Social Care, Teaching, Community Education, Youth Work or similar discipline |
| **Other** | E13E14E15 | Clean driving licence, access to vehicle and able to travel to various locations in the North and South Lanarkshire areaAble to work flexibly and to undertake evening work (weekend work only occasionally)Commitment to anti-discriminatory practice |  |  |

Please note only female applicants need apply under Schedule 9, Part 1 of the Equality Act 2010 and Part 1. Section 7(2) e of the Sex Discrimination Act 1975

 **Application to Lanarkshire Rape Crisis**

**for the post of**

**SV Prevention & Development Practitioner**

**To be returned to:** recruitment@lanrcc.org.uk

**by:** 10 am on 18 February 2025

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**

**SV Prevention & Development Practitioner (Young People Project)**

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| **Section 2: Qualifications and training (only enter those qualifications and/or training necessary or relevant to the job)** |
| Subject | Type & Level of Qualification Achieved (eg B for Nat 5 English) | Name of: School/College/University /Establishment/Learning Provider | Date |
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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 an emphasis, where possible, 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 or voluntary work, 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 |
| FromDD/MM/YY | ToDD/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 voluntary 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. Shortlisting will be based on the information given in this application so please be explicit and give specific examples from your own practice where helpful. LRCC is a third sector, feminist organisation providing prevention, support and advocacy services across Lanarkshire. 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. (Other than for Accessibility or Communication Needs requirements, the use of AI technology to respond is discouraged) |
|   |
| **Section 6: References** |
| LRCC requires a minimum of 2 employment or voluntary work 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 dealt with in line with our GDPR & HR policies.