

July 2025

Dear Applicant,

**Vacancy: Group Work and Engagement Practitioner**

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

I am enclosing:

* Background Information
* Job Description
* Person Specification
* Application Form
* Equal Opportunities Monitoring Online Form Link

Further information about Lanarkshire Rape Crisis Centre (LRCC) and services provided is available at <https://lanrcc.org.uk/>

Please note that the deadline for completed applications is **9am on Monday 1st September**. Interviews will be held on **Monday 15th September**. 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 **Friday 5th September**.

Please note that we do not accept CVs. The full application form should be completed and emailed to recruitment@lanrcc.org.uk. The completed equal opportunities monitoring form should be completed by applicants online at: <https://forms.office.com/e/7G4kvA9g65>

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

We look forward to receiving your application. If you have queries that are not answered within the application pack, please get in touch on 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 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 Rape Crisis Centres across Scotland who also adhere to National Service Standards, as well as other VAWG service providers and a range of statutory/voluntary agencies.

Today we deliver on the following:

* Providing trauma informed therapeutic 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 for male survivors and survivors of all gender identities.
* Providing advocacy support to anyone (aged 12+), regardless of gender, considering engaging or who are engaging with the criminal justice process; for example, support with police statements, liaison with police and COPFS and support with giving evidence as part of court proceedings.
* Working in partnership with communities, partner agencies and other key stakeholders to improve understanding of gender-based violence, provide training and develop community level prevention initiatives and campaigns
* Delivering prevention work with young people as part of the National Prevention Programme. [Prevention | Rape Crisis Scotland](https://www.rapecrisisscotland.org.uk/prevention/) and specific support and prevention project work funded by The National Lottery Community Fund.

**Background Information:**

This new post will bring additional capacity to the front-line services at LRCC with the focus on establishing a new Voice group to amplify survivors’ voices and experiences, to plan and co-ordinate a programme of peer group-based activity to meet the needs and personal development goals of service users, and to address barriers to engagement. Offers of activity may include learning sessions on themes of personal growth, creative expression, activism, self-care and wellbeing. The postholder will work to empower service users by strengthening their confidence, self-worth and knowledge whilst liaising with a range of appropriate agencies and services to promote the programme.

The Centre is based in central Hamilton, however this postholder will be required to facilitate sessions and be part of events across other Lanarkshire community locations as required.

**LANARKSHIRE RAPE CRISIS CENTRE JOB DESCRIPTION**

TITLE: Group Work and Engagement Practitioner

HOURS: 21 hours per week (days/hours tba)

CONTRACT TERM: 12 months (extension dependent on funding)

SALARY: £27,500 (pro rata for hours worked)

PENSION ENTITLEMENT 6%

ANNUAL LEAVE ENTITLEMENT 27 days personal plus 12 days Public Holidays (all pro

 rata)

RESPONSIBLE TO: Service Manager (Support)

Purpose of the post:

The overall aim of this post is to develop and deliver peer group-based sessions and activity to meet the needs of survivors, address barriers to service user engagement and to develop and facilitate opportunities for service users to have their voices amplified for them to be part of meaningful system change.

**A**  **Summary of main responsibilities and activities**

1. Working with the LRCC Support Team, develop and deliver a range of daytime and evening group-based activities to meet the needs of survivors of sexual violence in their recovery journey.
2. Provide supportive and practical interventions throughout engagement with service users and refer to support team for enhanced needs led support as appropriate.
3. In partnership with service users support the establishment of a Voice group, bringing opportunities for individuals to engage in service development, consultations, national campaigns, awareness raising and personal development opportunities.
4. Work in partnership with the LRCC Training and Development Officer to raise the awareness of sexual violence and recovery journeys, including, where appropriate, the development and delivery of training inputs.
5. Publicise the service offered by LRCC, to enhance access to the services across voluntary and public sector agencies.
6. Ensure that the delivery of programmes of work 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
7. Contribute to monitoring and evaluation frameworks to evidence the impact of groupwork and the Voice group; including production of statistical data and participation in any evaluations which may be commissioned.
8. Process, assess and co-ordinate referrals for group work.
9. Participate in regular support and supervision sessions, team meetings and training as required.
10. Any other duties that are relevant to the post and agreed with the Centre Director/line manager.
11. **Centre specific duties**
12. Contribute to the learning and development of staff and volunteers within the Centre in relation to peer group work good practice and collaborating with service users in projects.
13. Providing supportive interventions and responses where required, to service users in contact with the Centre.
14. Contribute to the running of the Centre including responding to centre enquiries, assisting with the develop of practice guidance and protocols, offering cover during staff absence and other agreed duties relevant to the development of services
15. Any other duties as required by the post.

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

**Person Specification: Group Work and Engagement Practitioner**

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| Criteria | Essential | Desirable |
| Knowledge & Understanding | A feminist analysis of sexual violence.Understanding of the impact of trauma, including sexual violence. Knowledge of good practice regarding collaborative group work and peer support | Understanding of the wider factors impacting survivors of sexual violence in their long-term recovery, including establishing positive relationships and sustaining strong boundaries.Working knowledge of child and adult safeguarding issues and duties |
| Experience | Experience of planning and facilitating group-based activity.Experience of setting and maintaining professional boundaries whilst developing positive relationshipsExperience of working with people affected by trauma. | Experience of multi-agency working at community level.Experience of working with people experiencing complex trauma. |
| Skills & Abilities | Capable of using own initiative and of meeting tight deadlines.Excellent organisational skills, ability to prioritise competing workloads.Ability to confidently facilitate group work which includes keeping the group interactive, on track and on taskAbility to plan group work, while being flexible and comfortable with adapting topics and sessions to suit the group’s needs. | Monitoring, data analysis, and evaluation skills.Report writing skills.Skilled in use of IT e.g. for case notes, email, spreadsheets & databasesAbility to communicate confidently, professionally and persuasively with a variety of groups, organisations, and agencies. |
| Qualifications |  | Training, Community Education or Social Care Qualification, Rape Crisis, VAWG or GBV training. |
| Other | Commitment to equality & diversity and anti-discriminatory practice.Ability to work flexibly and to do evening/weekend work as required.Ability to meet the travel requirements of the post, which will include travel to community sessions, meetings and events.  | Hold a current clean driving licence and access to a car with business use insurance (postholders will be required to travel to across Lanarkshire) |

Application to Lanarkshire Rape Crisis Centre

for the post of Group Work & Engagement Practitioner

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

by: 9am on Monday the 22nd of September 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: |
| Where did you hear about this post or see it advertised? |  |
| 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, you may be asked to sign a copy of this form if you attend interview.

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

THIS SHEET WILL BE DETACHED FOR SHORTLISTING

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

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

**Application to Lanarkshire Rape Crisis Centre**

**for the post of**

**Group Work and Engagement Practitioner**

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| **Section 2: Qualifications and training relevant or necessary for this role** **(most recent first)** |
| Subject | Type & Level of Qualification Achieved (eg HNC) | Name of: School /College/ University /Establishment/Learning Provider | Date Achieved/Awarded |
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| **Section 3: Present employer** |
| Name & address of employer: | Date commenced employment: |
| Job title: | Notice required and reason for leaving: | 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, detailing any gaps between employments with reasons (continue on a separate sheet if necessary). Your referees should be your line manager / former line manager. If this is not possible, please explain why. |
| 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 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 the Essential and Desirable points in the person specification. 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 and support 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. |
| **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/no |
| 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:Yes/no |
| 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/no |

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| **Section 7: Declaration** |
| I certify that all the information contained in this form and any attachments is true and correctto 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 oromissions may lead to dismissal without notice.Signature: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.