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CHILDREN AND YOUNG PERSON ISVA

Responsible to:	Advocacy Service Manager
Line management of:	N/A
Salary	£30,000
Type of Contract	Permanent
Hours of work	35 Hours, full-time
Location	East Croydon (office 3 days per week)
Hybrid/Remote/Office based	Hybrid, with work in the community
Closing Date	November 16, 2026 We will review applications on a rolling basis

ABOUT US

VISION: A world free from sexual violence, where survivors are believed, respected, and supported.

MISSION: Providing specialist support to women, girls & children from age 4 who have experiences rape and/or sexual abuse.

HISTORY: Rape Crisis South London was launched in 1985 as part of a Women's Aid project, providing professional support to survivors of sexual violence. In 2001 we became an independent charity based in Croydon, under the name Rape and Sexual Abuse Support Centre (RASASC). In December 2024, we changed our name to Rape Crisis South London. In 2025 marked 40 years of supporting survivors across South London
RCSL is England and Wales's only Rape Crisis Centre solely dedicated to sexual violence, supporting women, girls and children

VALUES: HOPE, a future beyond survival. SOLIDARITY, never walking alone.
EMPOWERMENT, growing stronger, side by side.

OUR SUPPORT: We offer therapy, counselling, legal advocacy and casework to survivors of sexual violence who live or work in South London, or whose experience took place here. It doesn't matter of ethnicity, religion, culture or socio-economic background. Whatever happened, and whenever it happened, survivors deserve to be believed and supported.

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SERVICE AREAS

Bexley. Bromley. Croydon. Greenwich. Kingston Upon Thames. Lambeth. Lewisham. Merton. Richmond Upon Thames. Southwark. Sutton. Wandsworth

JOB PURPOSE

This role will deliver a flexible, trauma-informed Children and Young People's ISVA service for children and young people up to the age of 18 who have experienced sexual violence.

The post holder will provide specialist advocacy, emotional and practical support that is child-centred, survivor-led and developmentally appropriate. Working in partnership with families, carers and professionals where appropriate, they will ensure children and young people are safe, understand their rights and choices, can access health, therapeutic and specialist support, and are supported throughout their recovery and, where applicable, their involvement with the criminal justice system.

KEY RESPONSIBILITIES

1. Advocacy & Survivor Support

- Provide trauma-informed emotional, practical and advocacy support to children and young people (up to age 24) who have experienced sexual violence.
- Deliver crisis intervention, risk assessment and safety planning that reflects the age, developmental needs and circumstances of each child or young person.
- Empower children and young people to understand their rights, make informed choices and access appropriate health, mental health, therapeutic and specialist support services, working with parents, carers and trusted adults where appropriate and in the best interests of the child or young person.
- Build resilience, confidence and protective factors through survivor-centred, strengths-based support.
- Deliver support flexibly in community settings, including schools, colleges and other appropriate venues, and contribute to group work, prevention and awareness activities where required.

2. Criminal Justice Advocacy

- Provide independent advocacy and support throughout a child or young person's engagement with the criminal justice system, ensuring they understand their rights, choices and available options.
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- Offer age-appropriate information and practical support before, during and after police investigations and court proceedings, including explaining legal processes, special measures and access to compensation where appropriate.
 - Liaise and advocate with key agencies, including Police (SOIT officers), CPS, Witness Care Units, Children's Social Care and court services, ensuring the child or young person's views, needs and best interests are represented.
 - Ensure children and young people receive support in line with the Victims' Code of Practice and are empowered to participate in the criminal justice process safely and confidently.

3. Safeguarding & Risk Management

- Apply robust safeguarding practices in line with legislation, local procedures and organisational policy.
- Identify, assess and manage risk, developing effective safety plans in partnership with children, young people, families and relevant professionals.
- Work collaboratively with education, health, CAMHS, Children's Social Care, police and voluntary sector partners to safeguard children, coordinate support and improve outcomes.
- Maintain appropriate confidentiality while ensuring safeguarding concerns are managed and escalated appropriately.
- Undertake safety and support planning with children and young people, reviewing both as risk and need change
- Identify and assess stalking and harassment risk, using S-DASH or the service's equivalent screening

4. Casework & Service Delivery

- Manage a caseload, delivering timely, high-quality advocacy and support.
- Maintain accurate, confidential records and data in line with organisational policies and professional standards.
- Contribute to service monitoring, evaluation and continuous improvement through accurate recording, reporting and service user feedback.
- Support referral, intake and outreach activities as required.
- Apply the service's case management processes from allocation through review, step-down and closure
- Take an active part in peer-led case clinics, bringing your own cases and contributing to those of colleagues

5. Partnership & Outreach

- Build effective partnerships with statutory, voluntary and community organisations to improve outcomes for children and young people.
- Represent the service at multi-agency meetings and relevant forums.
- Represent the service at MARAC and other multi-agency risk assessment and safeguarding settings where required, including strategy meetings, child protection conferences and multi-agency child exploitation panels
- Prepare and present cases and take forward agreed actions in the best interests of the child or young person
- Develop, build and maintain effective multi-agency relationships and partnerships, including but not limited to education, health, children's social care and the voluntary sector
- Promote awareness of sexual violence affecting children and young people through engagement with schools, education providers, community organisations and partner agencies, contributing to training and awareness-raising activities where appropriate.

6. General Responsibilities

- Promote and uphold the vision, values and feminist ethos of RCSL.
- Deliver services that are child-centred, survivor-led, trauma-informed and culturally competent.
- Maintain professional knowledge through supervision, training and continuous professional development.
- Share learning from training, case clinics and multi-agency work with the wider team
- Comply with safeguarding, data protection, health & safety and equality legislation, and undertake other duties appropriate to the role.

PERSON SPECIFICATION

Required Qualifications	• ChISVA qualification • ISVA qualification with CYOP experience • Relevant Safeguarding training for working with children and young people.
Required Skills and experience	• Experience supporting children and young people affected by sexual violence, abuse or other forms of VAWG. • Experience undertaking risk assessments, safety planning and safeguarding interventions with children and young people.

	• Experience managing a caseload and working collaboratively within multi-agency partnerships. • Experience of MARAC and other multi-agency risk assessment settings, including preparing and presenting cases • Experience of assessing stalking and harassment risk, including S-DASH/CYP-DASH and/or the service's equivalent • Experience of support planning alongside safety planning, including reviewing plans as circumstances change • Experience of building and maintaining effective multi-agency relationships and partnerships • Understanding of the intersection of sexual violence with other forms of VAWG, including but not limited to domestic abuse, stalking and harassment, so-called honour-based abuse including forced marriage and FGM, child sexual and criminal exploitation, modern slavery and human trafficking, and online and technology-facilitated abuse • Experience of structured case management, including case review and peer case discussion • Evidence of continuing professional development in specialist practice • Ability to communicate effectively with children, young people, families, carers and professionals, adapting communication to meet individual needs. • Ability to advocate effectively on behalf of children and young people and support them to make informed choices. • Strong organisational, administrative, IT and case recording skills. <i>Desirable:</i> • <i>Experience delivering group work, prevention or educational sessions.</i> • <i>Experience working within schools, colleges or youth settings.</i>
Knowledge	• Knowledge of the impact of sexual violence, trauma and abuse on children and young people. • Understanding of child development and age-appropriate, trauma-informed practice. • Knowledge of safeguarding legislation, guidance and best practice relating to children and young people. • Understanding of the criminal justice process and the rights of child victims and witnesses. • Knowledge of violence against women and girls (VAWG), intersectionality and the barriers faced by diverse and marginalised communities. <i>Desirable:</i> • <i>Knowledge of child exploitation, online harm, contextual safeguarding and related forms of abuse.</i>

	• <i>Knowledge of housing, welfare benefits and related legislation affecting young people and families.</i>
General	• Commitment to a feminist, child-centred and survivor-led framework. • Anti-discriminatory, anti-racist and culturally competent practice. • Empowerment-based and non-directive support model. Commitment to continuous learning, reflective practice and self-care. • Willingness to complete the ChISVA qualification, where not already held, within an agreed timeframe • Flexibility to travel across the service area and work occasional evenings where required.

APPLICATION PROCESS

Please provide a CV **and** cover letter (maximum 1000 words) which sets out your suitability for the role against the job description and person specification.

BENEFITS

- Annual leave entitlement is 27 days a year plus 8 bank holidays (pro rata)
- Additional benefit of 3 days (pro rata) gifted to staff between 27 to 31 December
- NEST pension scheme; 3% employer contribution and 5% employee contribution
- Benefits package including life assurance, healthcare plan, Employee Assistance Programme, and cycle to work scheme
- Being part of a dynamic, creative and innovative team where all staff are empowered to achieve their very best
- Hybrid working opportunities
- Enhanced maternity
- Induction and supervision
- The successful candidate will be supported in their professional development

MONITORING & EVALUATION OF THE POST

There will be a **6-month** probation period for this role.

The performance of the post holder will be monitored through regular supervision by the line manager. The post itself may be subject to regular reviews.

OUR COMMITMENT TO INCLUSION

We are an inclusive employer and welcome applications from women of all backgrounds and identities. We particularly encourage applications from women who are underrepresented in the violence against women and girls sector, as diversity strengthens our organisation and helps us to reflect the communities we serve.

SAFEGUARDING AND SAFER RECRUITMENT

Rape Crisis South London has zero tolerance of abuse, exploitation, harassment, discrimination or harm of any kind. Everyone who comes into contact with us, whether a service user, staff member, worker, volunteer, trustee, contractor or partner, should feel safe, included and supported. We are particularly committed to the safety and wellbeing of the survivors we support, and we hold ourselves to the highest standards of care and sensitivity in our work with them.

Safeguarding is a shared responsibility. Staff, volunteers, workers and trustees are expected to know our safeguarding policies and to respond to concerns in line with our procedures, statutory guidance and good practice. Anyone connected with us can raise a concern in the knowledge that it will be taken seriously, and we review our safeguarding arrangements regularly to maintain a high standard of safety and accountability.

We follow safer recruitment practice for all roles. This includes pre-employment checks and references, along with verification of qualifications and employment history where relevant. This role requires a DBS check, the cost of which will be met by Rape Crisis South London.

Rape Crisis South London reserves the right, following full and reasonable consultation with the member of staff concerned and with her trade union or other representatives, to vary, add to or alter any of the terms and conditions of employment attached to this post.

This job description will be reviewed annually with your line manager and may be revised in line with the priorities of the current workload.

This post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.