

CHILD AND YOUNG PERSON'S WELLBEING ADVOCATE

Responsible to:	Clinical Lead for Children & Young People / Advocacy Service Manager
Line management of:	N/A
Salary	£32-34k Depending on experience
Type of Contract	Fixed Term – until March 2028
Hours of work	35 hours a week - Flexible working offered
Location	East Croydon
Hybrid/Remote/Office based	Office is Croydon, but we offer services in hubs / schools across South London
Closing Date	We will assess applications on a rolling basis but with a final closing date of: 30 th September 2026

ABOUT US

As a registered charity Rape Crisis South London (RCSL) are a specialist provider for victims of sexual violence across twelve South London Boroughs. Our services and programmes are available in person at Croydon centre or through six additional satellite locations, as well as remote sessions across 12 South London Boroughs.

Our programmes comprise of: Counselling. Group therapy. Play therapy. Self Esteem Workshops. Training and Consultancy for professionals on the impacts of sexual violence. Prevention and education workshops with young people. Advocacy support & information for survivors going through the Criminal Justice System. Outreach for survivors for who face additional marginalisation. or additional barriers to accessing support, and ISVA Services.

In 2022, we became a partner for the delivery of the Rape Crisis England & Wales 24/7 Rape and Sexual Abuse Support Line, alongside Lincolnshire Rape Crisis & Sexual Abuse Services and ARCH Teesside. We are a member of Rape Crisis England & Wales.

Our services include responding to the needs of survivors and the disproportionate nature of sexual violence committed by men against women and girls. We believe sexual violence to be both a cause and a consequence of gender inequality and are committed to a feminist, empowering model of working.

JOB PURPOSE

Accountable to the Clinical Lead for Children & Young People / Advocacy Service Manager, as the Child and Young Person's Wellbeing Advocate, the post-holder will provide short-term specialist support to survivors of childhood sexual abuse and sexual violence of school age (4 to 25 years old). These survivors will be referred into the service by schools, social workers, police, and other partners through the Alliance. This support will be offered face to face at the office in Croydon, in schools and other appropriate community hub settings, along with online, telephone and text support.

The Child and Young Person's Wellbeing Advocate will work directly with the survivor, safe parents and carers, and their support networks as part of CYP and Advocacy teams to ensure that the survivor's needs are properly understood and met. The Child and Young Person's Wellbeing Advocate will provide appropriate onward referrals and safeguarding input, drawing on a trauma-informed anti-oppressive approach. The post holder will have experience of working with survivors who experience multiple disadvantages, learning disability and autism, and understand the criminal justice process. The Child and Young Person's Wellbeing Advocate will undertake effective partnership working with criminal justice, health, social work, and other professionals. The post holder will work in a client-led and therapeutic way to ensure the child or young person's voice is properly heard and guides the adults around them.

All wellbeing advocacy work will be framed within RCSL Empowerment Model as well as being trauma informed. Employing multimodal interventions and address multiple areas of risk

KEY RESPONSIBILITIES

- Support and advise into the processing of referrals for the wellbeing advocacy service.
- Provide early support and referrals to children, young people and their families, supporting them to navigate systems related to the recent sexual assault.
- Short-term case work of 5-8 face to face sessions and onward referrals, welfare calls and waiting list administration support.
- Undertake risk and needs assessments and develop plans of support in collaboration with the wider CYP therapeutic and counselling team and the team around the child.
- Support the child to access appropriate health care by identifying issues and sexual health risks in children and young people and refer them on to appropriate services.
- Be confident in raising and communicating safeguarding concerns. Liaise with relevant organisations such as social services, schools, CAMHS (Child & Adolescent Mental Health Services) and GPs to ensure that a child at risk is safeguarded effectively.
- Provide advice, support, and referrals to help children and young people access appropriate and convenient services in the community for ongoing support as needed.
- Work in close collaboration with the other relevant practitioners across programmes (such as CYP and Advocacy) to ensure a smooth and clear journey for children, young people, their families, and their networks.
- Develop information resources for children and young people.
- Attend clinical supervision regularly, seek and provide peer support.
- Manage clinical risk within own caseload in conjunction with the Clinical Lead and SLT.

Administrative Responsibilities

- Case management to a high standard in line with service guidelines.
- Manage emails and inbox along with the rest of the team, ensuring timely response to all enquiries or escalation to senior staff.
- Accurate clinical notes and record keeping.
- Minute-taking in team and safeguarding meetings as well as meetings with other agencies if needed.

Research and Service Development

- Undertake audit and data analysis both individually and as part of a working group
- Contribute to team discussions about service development.
- Produce reports, evaluations and outcome measures as requested.
- Develop innovative approaches to support the needs of children and young people, including the mental health needs of this group of clients.

Education and Training

- Participate in and deliver training and educational programmes to professionals, new members of staff and related organisations including schools.
- To be an ambassador for the service and take part in awareness raising on behalf of the wider project.

KEY WORKING RELATIONSHIPS

- Education professionals
- Third sector colleagues
- GP, social care, sexual health, medical services
- Community services, mental health specialist services
- Police, CPS (Crown Prosecution Service) and witness care

PERSON SPECIFICATION Required Qualifications

- Hold qualification in counselling, psychotherapy, youth work, or social work
- Additional training in child or adolescent mental health / therapeutic work with young people
- Additional training in child protection and safeguarding

Required Skills and experience

- Experience of working with child and adolescent survivors of sexual violence
- Knowledge of the criminal justice system.
- Experience in providing trauma-informed psychological support to clients with complex and multiple needs.
- Knowledge and experience of safeguarding children and young people, including current legislation. Competent at assessing risk and developing an appropriate and individualised therapeutic response for families and children and young people and escalate to external agencies.
- Experience in forming therapeutic and boundaried relationships with young clients.
- Experience in conducting risk and needs assessments, care planning, case management and co-ordination.
- Ability to plan, deliver & evaluate educational programmes for internal/external stakeholders, e.g., schools, organisations.
- Experience of interagency working and working in a multi-disciplinary team
- Knowledge of confidentiality and information sharing protocols.
- Experience of maintaining client records and a database.
- Excellent IT literacy including knowledge of/ability to learn new platforms and applications that facilitate remote working
- Experience of client monitoring and evaluation.
- Self-motivated, with ability to work under pressure and prioritise and manage own workload effectively to meet deadlines and targets.
- Able to work effectively as part of a team.
- Ability to reflect on own practice and identify areas for own professional development.
- High level awareness of equality & diversity and work in an anti-oppressive way.

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 their manager. The post itself may be subject to regular reviews.

OUR COMMITMENT TO INCLUSION

We are proud to be an inclusive employer and welcome applications from women of all backgrounds, identities, and life experiences. We particularly encourage applications from women who are underrepresented in the violence against women and girls' sector. We know that diversity strengthens our organisation and helps us better reflect and serve the communities we support.

SAFEGUARDING STATEMENT

Rape Crisis South London is committed to providing a safe, supportive, and empowering environment for all survivors who access our services. We recognise our responsibility to protect the welfare of adults, children, and young people and to promote their rights, dignity, and wellbeing always.

We uphold a zero-tolerance approach to all forms of abuse, exploitation, and harm. Our staff, volunteers, and trustees are trained to recognise safeguarding concerns, respond appropriately, and follow clear reporting procedures in line with statutory guidance and best practice. Safeguarding is embedded across all aspects of our work, from service delivery to partnership working and organisational governance.

We work collaboratively with survivors, placing their needs, autonomy, and safety at the centre of all decisions. When necessary, and always with consideration for the survivor's wishes and confidentiality, we share information with relevant agencies to protect individuals from significant harm.

Rape Crisis South London is committed to continuous improvement in safeguarding practice, regularly reviewing our policies, training, and risk management processes to ensure the highest standards of safety and care. A DBS check will be required for this role and will be funded by RCSL.

VARIATIONS

Rape Crisis South London reserves the right, following full and reasonable consultations 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 with your line manager annually and may need to be revised according to the priorities of 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.