

## Senior Young Women's Independent Domestic Violence Advocate & Designated Safeguard Lead

**Contract:** Permanent

**Hours:** Full time (28 - 35 per week \*see benefits)

**Salary:** £30,000 - £31,500

**Deadline:** 5pm Friday 15th November 2024

**Stage 1 Interviews:** Thursday 21st November and or Friday 22nd November 2024

**Stage 2 Interviews:** Thursday 28th and or Friday 29th November 2024

**Start date:** as soon as possible

### YOUTH REALITIES

Youth Realities is a youth and survivor-led charity based in Barnet, addressing teenage relationship abuse through creative education and specialist, survivor-centred support.

Youth Realities aims to:

- Reduce abuse within teenage relationships
- Increase awareness of teenage relationship abuse through education
- Empower young people's personal development & growth
- Provide advocacy and trusted support for young survivors

Our vision is a world where young people live free from relationship abuse and violence. Our mission is to end relationships abuse by working with young people to provide specialist spaces for *prevention, intervention and healing*.

Everything we do is 'youth-led' and 'survivor-centred' which means we centre the needs and experiences of young people, and survivors; providing regular opportunities for them to feedback, co-produce and lead on the delivery, design and development of the charity.

Our values, embedded in the heart of our work, are: youth-led, survivor-centred, safe, equitable and audacious.

## **PROGRAMME OVERVIEW**

### **1:1 SUPPORT**

Youth Realities provides specialist 1:1 Support and Advocacy, delivered by a team of trained IDVAs, to young women, girls, non-binary and trans young women aged between 11-25. Young people engaged will present with a range of needs including experiences of intimate partner and relationship abuse, sexual violence/ abuse, criminal and sexual exploitation and other forms of intra and extra-familial harm.

IDVAs will engage young people in regular weekly, fortnightly or adhoc support including immediate crisis intervention, harm reduction, emotional wellbeing and long-term practical development. The support is offered for up to 18 months and young people can remain engaged with the charity beyond this point via various community activities.

Each IDVA supports up to 10 young people at any one time, and support can be delivered from a place of safety, including: Youth Realities community space (Barnet, NW9), other community locations (cafes, community centres), places of education or when deemed safe and necessary, the home of the young person.

As Senior IDVA and DSL, this role includes direct delivery and caseload safeguarding oversight, and capacity is restricted to an individual caseload of 7 young people at any one time.

### **How our service is unique:**

- We offer a long term intervention which enables us to build trusted and safe relationships
- We keep our caseloads low and manageable, which reduces stress and increases the time dedicated to creating a targeted and needs-based response for each young person
- We offer creative support alongside crisis intervention enabling young people to engage in expressive healing that exceeds immediate safety; focused on long term development
- Our interventions are holistic and flexible, ranging from trips and outings, to visits in school, at home or a safe local community space.

## **YOUR ROLE AND KEY RESPONSIBILITIES**

### **Caseload management**

To engage up to 7 young people in specialist, targeted 1:1 IDVA support to address existing or previous experiences of violence or abuse. This includes relationship building, session coordination, advocacy within required spaces such as education, health and justice, and completing robust safety plans, risk and need assessments as required.

## **Safeguarding**

It is the responsibility of each IDVA to manage and be accountable for the individual safeguarding of those they are supporting, and it is expected that each IDVA will operate within all outlined guidance and policies set by Youth Realities when doing this. As Designated Safeguard Lead, you will be responsible for overseeing and making the final decisions on all escalated safeguarding concerns, including: responses to immediate or imminent harm that exceed the remit or specialisms of individual IDVAs, making recommendations and final decisions of external safeguarding referrals, i.e to MASH or MARAC, if this is required, and supporting with the establishment of Individual Risk Assessments where needed.

You will be required to meet weekly with each individual IDVA, for a recommended time of 30 minutes, to discuss any updates to each case, including reviewing outstanding actions, checking the status of Individual Risk Assessments and Safety Plans each IDVA is responsible for establishing, and making decisions on case closures.

You will be required to represent Youth Realities as DSL in external conferences, meetings and events, such as VAWG Forums, Safeguarding Children Partnerships and Vulnerable Adolescent Risk Panels, as capacity permits.

You will be required to be available, whether in person or via phone, during the time of session delivery in case there is a safeguarding issue to address. This responsibility will be shared with the Deputy Safeguard Lead (DDSL) during periods of absence (annual leave, sickness etc.).

You will be requested to give feedback on policies, structures and processes regarding safeguarding in an advisory capacity, though will not hold responsibility for the establishment of such documentation.

## **Referrals**

You will be the first point of contact for all referral agencies into the charity, and will be responsible for processing and allocating referrals into the 1:1 programme as and when they are received. Referrals must be processed within 2 working weeks, at the very latest, of receipt. For further information on the referral process, [see here](#).

## **ROLE BENEFITS**

- Monthly 1:1 and bi-monthly group clinical supervision with an external specialist
- Monthly management check-ins
- Fortnightly 4-day working week policy\*
- Allocated work equipment (phone, laptop)
- Employee Assistance Programme.

## **PERSON SPECIFICATION**

- Qualified or at least 2 years experience as an IDVA
- Have an in-depth understanding of GBV, specifically relationship abuse and exploitation
- Ability to build safe and trusted relationships, centering the needs of young women
- Have an in-depth knowledge of safeguarding and child protection protocols
- Ability to advocate, lead and manage young women's cases with integrity; putting their safety and wellbeing first
- Great people skills, able to support, advise and guide colleagues to ensure best practice throughout the service
- Efficient and organised, able to independently manage a busy and diverse workload
- Strong stakeholder and partner relationship building skills, able to represent the charity with confidence and integrity
- To be DBS checked or willing to undergo an enhanced DBS clearance
- Have proof of your right to work in the UK.

## **HOW TO APPLY**

Please apply directly to [info@youthrealities.co.uk](mailto:info@youthrealities.co.uk) by Friday 15th November 2024

### **Attach your CV**

- 1. Attach a cover letter detailing your experience relevant to the outlined person specification, and answering why you, why now and why Youth Realities?**

If you require adaptations for this application or an interview, please contact 07551047610 or [info@youthrealities.co.uk](mailto:info@youthrealities.co.uk) to discuss this further.

**This post is restricted to applications from women only under the Equality Act 2010, Schedule 9, and Part 1. Section 7(2)e of the Sex Discrimination Act 1975 apply. The post is exempt from the Rehabilitation of Offenders Act. We can only consider candidates who have the right to work in the UK.**

We look forward to receiving your application!