



July 2024

Dear Candidate,

Support Workers – Inhouse and Outreach Teams

Thank you for your interest in working with us at Women at the Well. Alongside this letter you will find:

- 2 Job Descriptions
- Application Form
- Equality Monitoring Form

We are recruiting for two roles in our small and friendly support worker team doing vital and life-saving work with very marginalised women. We are seeking:

- Support Worker - Inhouse (9 months, with possibility of extension) (based at our King's Cross hub)
- Support Worker – Outreach (9 months, with possibility of extension) (works shifts in the community, with some time spent at King's Cross hub)

There are separate job descriptions for each role, but applicants may fill in one application form and indicate at the top whether they wish to be considered for one of the posts only or for both of them.

Please send your completed Application Form, with your name in the file title, and the Equality Monitoring Form should you choose to complete it (which will be immediately separated from your application form on receipt) to: recruitment@watw.org.uk and put 'Support Worker' in the subject box. CVs will not be considered.

These posts are currently vacant and we are considering applications on a rolling basis. **We will begin interviews from Monday 12 August**, and therefore these vacancies could close before the advertised closing date of **Wednesday 11 September**. If you are interested in either or both roles, please apply as soon as possible, even if you need to arrange a later potential interview date.

If you have any questions about the roles, please call Lauren Cowan (Outreach Team Leader) on 07538 554012 or Yvonne Campbell (Inhouse Team Leader) on 07984 238706.

Yours sincerely,

Julie Norman
Head of Services, Women at the Well

TERMS

Support Worker - Inhouse (9 months, with possibility of extension)
(based at our King's Cross hub)

Support Worker – Outreach (9 months, with possibility of extension)
(works shifts in the community, with some time spent at King's Cross hub)

These roles are offered as fixed-term contracts as part of some maternity cover arrangements at Women at the Well. We hope to extend both posts. The ideal start date is as soon as possible.

Full-time, 5 days per week

Salary: £30,232

Other benefits: Pension scheme (5% employer contribution); 25 days annual leave + bank holidays; the organisation aims to invest in all staff members' development

Location: Main office located very close to King's Cross station; the Inhouse Support Workers are based in this 'hub' full-time, although they sometimes accompany clients to external appointments; the Outreach Support Workers undertake shifts in locations across London and sometimes work from King's Cross.

Reports to: Team Leaders

Line management responsibilities: None

Women at the Well aims above all else to be responsive to the needs of the women who use our service, and we believe the best way of doing this is by building a specialist team of committed workers who want to make a difference to the lives of other women. We are looking for team members with knowledge and understanding of how women affected by

childhood trauma, social exclusion, racism, disability, poor health, and other disadvantages are more likely to become marginalised and to be at risk of sexual exploitation and prostitution. We value lived experience as well as paid work experience and qualifications.

We are interested to meet and employ those who can demonstrate empathy with the women we are here for, and who have the aptitude for this work, even if you do not have the usual levels of paid experience. **If you have a strong commitment to this work and to our values, but are not sure that your profile fits in a 'traditional' way, please do consider making an application**, or get in touch to discuss your background and we will try to advise you on what the job entails and whether you might be a good candidate (find Yvonne's and Lauren's numbers above).

ABOUT US

Women at the Well is a support service for women based in the King's Cross area of central London. We provide practical support and advocacy to women facing a wide range of disadvantages, and we have a specialism in working with women whose lives have been affected by prostitution and/or sexual exploitation.

We run three inter-related services: (1) a women only drop-in service, where food, laundry, showers and gentle activities are available without any pressure to undertake anything else; (2) an advocacy service from our King's Cross hub where assigned key workers support women to access their entitlements and more; and (3) an outreach service where we visit areas of London where women are rough sleeping as well as hostels and other settings. In everything we do we are trauma informed, holistic and woman-centred. We take referrals from many external partners and while we have a hub-centre in Kings Cross we are a pan-London service.

Women at the Well has supported thousands of women over more than twenty years work in London. We see the complex ways in which women's inequality, racism, disability and poor health, educational disadvantage, and trauma in childhood can all lead to social exclusion and to significant social and economic disadvantages and harm. In our work we meet women who have experienced repeated and extensive abuse, and are often homeless, living with addictions and/or mental health issues, and in poverty, and we see how these women are at high risk of a range of sexually exploitative behaviours including prostitution. No part of public services is set up to address these harms and risks holistically. We are determined to provide a holistic and trauma informed response for women, and to speak up for the rights of women to live lives free from

abuse. In addition to the support services at Women at the Well, we campaign for change at a local, national and international level, looking towards a future where women's inequality - including the harm of prostitution and sexual exploitation - will end.

HOW TO APPLY FOR THIS ROLE

Read the Job Description which you can find alongside this letter. Do phone and discuss the vacancy if you would like more information or advice (contacts above). Fill in the application form (no CVs will be accepted) and send it to recruitment@watw.org.uk by **12pm on Wednesday 11 September** at the latest, *but remember that we are considering applications on a rolling basis and will start interviews from Monday 12 August.

Thank you again for your interest in working for us. We wish you luck with your application.