



March 2024

Dear Candidate,

### **Support Worker – Outreach Team**

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

- Job Description & Person Specification
- Application Form
- Equality Monitoring Form

Please send your completed Application Form (with your name in the file title), and the Equality Monitoring Form should you choose to complete it (and which will be immediately separated from your application form on receipt), to us by **12pm on Tuesday 2 April**. CVs will not be considered.

Please send these to: [recruitment@watw.org.uk](mailto:recruitment@watw.org.uk) and put 'Support Worker Outreach Team' in the subject box.

**Interviews are planned to be held on 11 and 12 April.** We aim to notify those who have been shortlisted by 8 April at the latest.

If you have any questions about the role, please call Lauren Cowan (Outreach Team Leader) on 07538 554012.

Yours sincerely,

Lauren Cowan  
Outreach Team Leader, Women at the Well

### **TERMS**

#### **Support Worker – Outreach Team (maternity cover)**

The role is offered as a 12-months fixed-term contract as part of a maternity cover arrangement at Women at the Well. 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, but this outreach role sees the team member undertake many shifts in external locations all over London

**Reports to:** Outreach Team Leader

**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 be put 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.

## **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-connected services: (1) a drop-in service, where food, laundry, showers and gentle activities are available without any pressure to undertake anything else; (2) an advocacy service in 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 and Person Specification which you can find alongside this letter. Fill in the application form (no CVs will be accepted) and send it to [recruitment@watw.org.uk](mailto:recruitment@watw.org.uk) by 12pm on Tuesday 2 April. Pay special attention to ensuring you address the person specification in answering question six on the form.

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