LGBTQ+ Children and Young People's Advocate

Job Description

About Galop

Galop is the UK's LGBT+ anti-abuse charity. Founded in 1982, we have been championing the needs and protecting the safety of the LGBT+ community for nearly 40 years.

Galop works directly with thousands of LGBT+ people who have experienced abuse and violence every year. We specialise in supporting victims and survivors of domestic abuse, sexual violence, hate crime, and other forms of abuse including honour-based abuse, forced marriage, and so-called conversion therapies. We are a service run by LGBT+ people, for LGBT+ people, and the needs of our community are at the centre of what we do.

We run a national helpline for LGBT+ victims and survivors of all forms of gender-based violence. We provide advocacy services, both in London and nationally, for LGBT+ victims who need longer-term support. We are person-centred, empowerment-based, and trauma-informed – meaning our focus is always on helping our clients decide what is best for them, and then supporting them through their journey.

We use what we learn through working on the frontlines with clients to work for national and local policy change to improve outcomes for LGBT+ victims and survivors of abuse and violence. We build evidence through key pieces of research, like our upcoming report into LGBT+ experiences of sexual violence. We push for legislative change, improved statutory guidance for victims, and better understanding of the needs of LGBT+ people around the country.

About the role

This role builds on work that we have been doing for decades to support and empower LGBT+ young people aged 13 to 25 who have experienced abuse or violence. Your work will enable LGBT+ young people to feel supported, heard and empowered in the face of abuse and violence, and pave the way to a safer future for our community.

You will be joining our growing Children and Young People's team, supporting survivors remotely across the UK. You will work directly with LGBT+ children and young people who have experienced domestic abuse, sexual violence, hate crime and/or so called conversion practices. You will offer young people a space to talk and think through options, helping them plan what they want to do, and offering assistance in getting what they need from services. Your work will focus on needs specifically related to experiences of abuse or violence, including issues such as wellbeing, support with the criminal and civil justice process, safety and access to other services to enable survivors to cope and recover. You will be empathetic and thoughtful in your approach to understanding your clients' needs, while remaining boundaried and mindful of self-care.

You will sit alongside our other advocates supporting LGBT+ young people facing abuse or violence. You will work with mainstream services to ensure the voices and experiences of LGBT+ survivors are represented in order to make change for our community at a local and national level. You will also work closely with key partner organisations by attending meetings and have the opportunity to take part in external work to ensure a joined-up approach among services working with LGBT+ people facing abuse and violence.

This is a pivotal moment in Galop's journey. We have grown quickly over the last six years and you will be part of the future of our work. You'll help us reach, support and assist more of our community nationally. You'll be helping to amplify the voices of LGBT+ survivors of abuse, and ensure that they are at the centre of Galop's service.

Providing advice, advocacy and support to LGBT+ victims/ survivors, which will include:

- Remotely supporting, advising and advocating for a national caseload of LGBT+ children and young people who have been subjected to abuse or violence.

- Ensuring your approach to contact with clients is trauma-informed, empowerment-based and person-centered.

- Ensuring that your communication and work with clients is tailored to the age and experience of each young person.

- Providing information, advice and support to enable clients to make informed choices and meet their individual needs.

- Assisting young people in dealing with the diverse impacts of harm and abuse (safety, emotional, social, financial, or practical).

- Assisting/supporting clients in navigating the criminal/civil justice systems, ensuring they are aware of their rights and options.

- Maintaining professional boundaries at all times and ensuring that clients understand the remit of the service.

Partnership working

- Providing appropriate referrals/signposting to other agencies including, housing, welfare, counselling and other support services.

- Maintaining positive working relationships with key agencies and Galop partners, including attending internal/external meetings.

- Working with agencies to safeguard children and young people, keeping them informed of relevant changes to a client's situation.

Monitoring and evaluation

- Ensuring all client records are maintained and treated in confidence, according to Galop policies and GDPR legislation
- Keeping accurate records of work undertaken with clients in line with Galop's policies and funder agreements
- Assist collecting monitoring data and client feedback for reports

General

- Understanding of and commitment to inclusive working with LGBT+ clients from diverse backgrounds
- Acting in accordance with Galop policies, procedures and ethos
- Being an active member of the Galop team, attending regular staff team meetings, attending clinical supervision and training
- Participating and contributing to Galop service planning & strategic development

About You

You will have expertise in delivering needs-led, age appropriate, specialist support services for children and young people. You will need to be solutions-focussed and enjoy working collaboratively across a diverse and committed team. You'll need to have good resilience and self-care, and be prepared to work in an environment where abuse and violence are regularly talked about. You'll need to understand the impact of trauma and how that affects our team.

The below list is a guide for the kind of skills and experience we'd like you to have – but you don't have to have it all to be considered. We recognise

that your experience may be from unpaid roles as well as formal employment. We want to know why you're the right person for this role, not whether you've been given the right opportunities.

This post is only available to applicants from the LGBTQ+ community as permitted under the Equality Act 2010 as a Genuine Occupational Requirement.

Experience and knowledge	**Essential (E) or Desirable (D)**
Experience of delivering support services to young people who have experienced abuse or violence	D
Understanding of the scale, nature and causes of gender-based violence and/or abuse and violence experienced by LGBT+ young people	E
Knowledge of LGBT+ experiences, with a clear understanding of the needs of young LGBT+ victims and survivors of abuse and violence, especially domestic abuse	E
Experience of completing domestic abuse specific risk assessing and support planning	E
Understanding of safeguarding best practice in a support environment, including both children and adults-at-risk	E
Experience of delivering to targets	E
Strong understanding of discrimination and intersectionality	E
A relevant qualification (e.g. IDVA, ISVA)	D
Skills	
Ability to work collaboratively across the team	E
Ability to problem solve and think creatively	E
Ability to maintain a busy caseload, work under pressure, and prioritise your workload	E
Ability to provide a person-centred support to empower clients subjected to violence & abuse	E
Ability to empower clients with the knowledge and assistance to gain control over their lives	E
Ability to work effectively with young people of different ages and to adapt your communication style and support accordingly	E

At Galop, we approach our work through an intersectional lens and believe we are at our best when we have diversity of thought, identity and lived experience represented throughout the organisation. As such, we encourage members of underrepresented groups to apply, even if you feel you do not meet all the criteria. We would particularly welcome applications from trans and non-binary, global majority, people of faith, those living with a disability, and those with lived experience of abuse or violence.

Location

This role will be hybrid working. Galop's offices are located in central London.

Hours

Full Time (35 hours per week)

Contract

Until March 2028

Reports to

Advocacy & Support Manager

Salary

You will start on salary point F1 at £32,626.66 for hybrid workers (inclusive of £4,296.25 Inner London Weighting for those working in our London office)

Closing Date

7th December 2026

Questions?

If you have any questions or would like to discuss the role further prior to application, please contact recruitment@galop.org.uk