



Working at Rape Crisis England & Wales (RCEW)

Who we are

Rape Crisis England & Wales is the feminist charity working to end sexual violence and abuse.

We are the membership organisation for Rape Crisis centres, working in partnership to deliver specialist services to those affected by sexual violence and abuse in England & Wales. Together with our member Rape Crisis centres, we aim to educate, influence and make change.

Vision

What we want: a world without sexual violence, where all women and girls live safely, freely and with dignity.

Mission

We work for women and girls, in partnership with our member centres, to transform attitudes to sexual violence, improve responses to all survivors and end sexual violence in all its forms.

How we do it

To achieve this, we believe Rape Crisis has a crucial role to play in:

- Believing survivors and helping them to get their voices heard.
- Ensuring survivors have access to specialist support.
- Transforming public attitudes to sexual violence and challenging rape culture.
- Influencing change in all aspects of public policy relating to sexual violence.

We take an intersectional feminist and anti-racist approach and are part of a wider rape crisis movement that does not see male violence against women as inevitable.

Our values

Our values include: **Intersectional Feminism, Empowerment, Solidarity**, being **Survivor-Centred, Bold and Brave** and working in ways that centre **Empathy, Love and Trust**.

We promote, encourage and actively live our values in the way that we work at RCEW.

Our herstory

RCEW first registered as a charity in 2007, later converting to its' current status as a Charitable Incorporated Organisation (CIO) in 2013.

Rape Crisis England & Wales

Charitable Incorporated Organisation (CIO) | Charity number: 1155140

Suite E7.2, Josephs Well, Hanover Walk, Leeds, LS3 1AB
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Despite our relative youth as an organisation, we are proud to be part of a grassroots, feminist rape crisis movement, which has been active nationally and globally for nearly 50 years.

Our structure

As a result of the significant funds we've been successful in securing for direct distribution to our member Rape Crisis centres in recent years, our annual accounts, as well as the impact of our work, give the impression of RCEW as a much larger organisation than it is.

In fact, we are a small national charity with around 21 members of staff delivering all our work, with the support of a Board of 15 Trustees.

Our staff team work remotely from locations across England and Wales.

What we offer

We recognise that our staff team are one of our greatest assets in enabling us to achieve our vision, and so we strive to maintain and develop a working culture of mutual support and collaboration, informed by our values, where staff are trusted, respected and celebrated for who they are.

We understand that evidencing our commitments externally is also important, and so RCEW is an accredited [Living Wage Employer](#) and also a [Mindful Employer](#) charter signatory.

We are committed to ensuring that all staff have ongoing opportunities for learning and development, and that we make the most of the incredible and varied skills, talents and experiences of all those who work at RCEW.

We also offer a range of employee benefits, including:

- Flexible working and Time Off in Lieu scheme
- Enhanced maternity and adoption leave
- Enhanced sick pay
- Regular in-work time for wellbeing activities
- Regular in-person team days
- An Employee Assistance Scheme
- Access to clinical supervision [on a role-relevant basis]

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