

# YOUNG WOMEN'S IDVA

## Young Women's Independent Domestic Abuse and Violence Advocate (IDVA)



**ROLE:** Young Women's IDVA  
**RATE:** £27,000 - £28,840 depending on experience  
**HOURS:** Full time 35 hours per week\*  
**LOCATION:** Barnet, London  
**CONTRACT:** Permanent

**KEY DATES**  
**DEADLINE:** 15th November 2024  
**INTERVIEW 1:** w/c 18th November 2024  
**INTERVIEW 2:** w/c 25th November 2024  
**START DATE:** As soon as possible

\*Youth Realities operates a fortnightly 4-day working week policy. For more details, see s.6.

## **1. YOUTH REALITIES**

Youth Realities is a youth-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
- Raise awareness and challenge abuse through education
- Empower young people's personal development & growth
- Provide advocacy and trusted support for young survivors.

Youth Realities was founded in 2017; our mission is to end relationship abuse by working with young people to provide specialist spaces for prevention, intervention and healing

Our vision is a world where young people live free from relationship abuse and violence.

We believe strongly in prevention, using creativity and forming trusted relationships to engage and empower young people to form positive change in their own lives and wider communities.

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.**

## **2. PROGRAMME OVERVIEW**

### **1:1 Support & Advocacy:**

We provide a specialist 1:1 service for young women and girls aged 11-25 living, studying or based in close proximity to Barnet and neighbouring boroughs.

Our long term, 18 months support, programme engages young women and girls with direct experiences of relationship abuse, sexual violence, intra-familial abuse, exploitation, and/or where there are significant risk indicators present in the young persons life that may increase their exposure to harm.

Young women and girls are referred through professional, self and peer or familial pathways and will be engaged in weekly or fortnightly support. The service is offered from a space safe for them, including our community spaces, at their home or within their educational setting.

### **The support offered includes:**

**Advocacy** within police stations, hospitals, courts, schools, social care and MARAC / other professional meetings. This also includes completing regular risk assessments and safety plans.

**Practical development** to increase their social stability, employment, health care and general independence. This may include supporting job and education applications, assisting with access to financial support and access to housing.

**Emotional support** (pre and post-separation) through therapeutic activities, space and providing advice and guidance to equip and empower better socio-emotional health. Working *with* young women to help them thrive, free from abuse and violence.

This role is managed by a SafeLives' qualified Domestic Violence Service Manager, operating within all associated children and adult safeguarding frameworks and legislation. This role will directly manage a caseload of up to 10 young people of varying ages, needs and experiences.

**How our service is different from traditional IDVA models:**

- We offer long term support for up to 18 months, enabling you to build trusted and safe relationships that exceed immediate, crisis intervention and also focus on implementing a support package for continued development once a survivor has achieved immediate safety
- We keep our caseloads low and manageable, supporting no more than 10 young women and girls at any one time. This has been proven to reduce stress and burn out, whilst increasing your capacity to create a targeted and needs-based response for each young person
- Our interventions are holistic and flexible, ranging from trips and outings, to visits in school, at home or a safe local community space. This approach enables you to have more freedom over how the intervention is shaped and delivered, reducing rigidity and any feelings the relationship is impersonal
- We offer access to a range of healing opportunities outside of the 1:1 Support, including fortnightly group trips with other young survivors to establish connection and reduce isolation, fortnightly group wellbeing workshops, access to Youth Employment opportunities within our creative education curriculum and opportunities to shape the organisation through our independent Youth Board.

**Young women and girls supported have said:**

*“The ongoing support provided is amazing, I wouldn’t change anything, it’s extremely helpful and effective.”*

*“Really love this organisation <3 keep doing what you’re doing it’s so important and so helpful”*

*“She took me in and transformed my story of being a victim to being a survivor. She provided me with endless life changing opportunities, using my story and educating myself on domestic abuse in order not only to help myself but others. She brought out a totally different side of me, the side that had been lost and destroyed due to my past experiences. I began to realise my worth and potential, slowly my life began to turn back to normal, school life, family life and reconnected with old friendships.”*

### **3. PERSON SPECIFICATION**

#### **Essential**

- **We are particularly interested in candidates holding an IDVA, ISVA, YPVA or similar qualification or holding the relevant practical experience (at least 1 year)**
- Have an in-depth understanding of violence against women and girls, especially relationship abuse and exploitation
- Ability to build safe and trusted relationships, centering the needs of young women
- Have an in-depth understanding of inclusive and equitable working practices, including how intersecting identities exacerbate violence against women and girls, and reduce their access to support
- Ability to advocate, lead and manage young women's support with integrity; putting their safety and wellbeing first whilst being a fierce advocate for their betterment
- Have an in-depth knowledge of safeguarding and child protection protocols
- Excellent teamwork skills and communication with management and partners
- To be DBS checked or willing to undergo an enhanced DBS clearance
- Have proof of your right to work in the UK.

#### **Desirable**

- Other relevant qualifications and training within the youth or violence against women and girls sector
- Experience and examples of creative engagement, able to deliver fun, inclusive activities
- Awareness of local community context and need (Barnet and neighbouring boroughs).

#### **4. YOUR ROLE AND KEY RESPONSIBILITIES**

- To engage and manage a caseload of up to 10 young survivors of abuse on a weekly/ fortnightly basis, including preparation for sessions and organising schedules
- To upkeep thorough and accurate reporting and monitoring of all interactions with young people via our secure monitoring database and in line with our Safeguarding Policy
- Engaging in weekly case reviews with the Safeguard Lead and providing thorough updates on any changes to risk or safety
- Report any immediate safeguarding concerns to the Safeguard Lead and any external parties with a duty of care, such as parents/ carers, social care or police
- To advocate for the safety and wellbeing of young women and girls as and when required, being proactive to mitigate risks and produce positive outcomes
- To establish innovative and creative opportunities for young people's development, considering their needs and ensuring access and inclusion
- To work collaboratively with the wider team to offer a high standard, consistent and safe service for the young people we support organisationally, this may including attending and helping to organise different group activities or workshops
- Engage in all required training and learning to enhance skills to provide quality support, communicating any gaps in skill or knowledge as soon as identified
- Perform any other reasonably expected tasks for a person in your position as required
- To do all of the above confidently, safely and inspirationally - with honesty and integrity.

## **5. SAFEGUARDING**

It is fundamental that all staff have an understanding of and experience with safeguarding procedures and policies. Youth Realities' Safeguarding policy must be reviewed as a condition of employment. Mandatory Safeguarding training will be provided as part of this role.

### **Safeguarding actions include:**

- Monitoring behaviour to identify and safely respond to any risks
- Inform the DSL of any risks to safety as soon as possible
- Recording any concerns using Youth Realities' secure monitoring system.

In line with our safeguarding duties, we would require the successful candidate to complete an Enhanced DBS Check. We are not able to recruit anybody unwilling to complete a DBS check, or anybody barred from working with children or vulnerable adults.

## **6. PERSONAL DEVELOPMENT & BENEFITS**

- An accessible Employee Assistance Programme, including free counselling and wellbeing support
- Free parking available on-site in Colindale
- 28 holiday days (including optional bank holidays)
- Fortnightly 4-Day Working Week policy - work 20% less every other week, with 100% pay maintenance. Evidenced to increase work-life balance, workplace productivity and reduce stress.
- Provided a registered work phone and laptop for completion of duties
- Access to BrightExchange, employee discount programme to get deals on different activities and products
- £500 annual training budget towards specialist learning and development, outside of already provided mandatory training
- Paid sick leave.

## **7. HOW TO APPLY**

**Please apply directly through Charity Job by Friday 15th November 2024**

- 1. Attach your CV**
- 2. 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 [Shirley@youthrealities.co.uk](mailto:Shirley@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. We can only consider candidates who have the right to work in the UK**