

# Refuge



**For women and children.  
Against domestic violence.**



**Sanctuary Independent Gender Violence  
Advocate (IGVA Housing)  
Applicant Information Pack**

## **Introduction from the CEO**

Thank you for your interest in working for Refuge.

We have a diverse team of incredible people who work together to provide an inclusive approach to ensure that every woman who needs support when facing domestic abuse, receives it.

We do this through a combination of frontline services offering immediate safety and support to women and their children. We also lead vital work to influence and change policies and practices that impact women and girls and use public engagement and campaigning to help change societal attitudes and norms.

We know that domestic abuse will never end until it is recognised by society as the crime that it is, and there is an understanding that it is underpinned by misogyny. We will not stop until we are able to challenge and shift harmful societal attitudes as well as drive policy and practice change that is needed to end Violence Against Women and Girls (VAWG). It is only then that women and children will be free to live their lives in safety, with control over their choices and without fear.

Whatever your role at Refuge, you will have the opportunity to grow and develop as part of an amazing diverse and inclusive team of inspirational and talented people who provide vital and specialist services to women and children when their lives are in crisis. This is not always easy work, but it is essential, it is lifesaving, and it is life changing. So, whether you work directly with clients, behind the scenes, or represent Refuge to the outside world, you will be an integral part of what we do.

We look forward to receiving your application.

**Ellen Miller**  
**Interim CEO**



We want kind and empathic people to work at Refuge, who believe in equality, diversity, and inclusion, are experts in their area of knowledge, want to make a positive difference and improve the lives of the women and children we support.

This is an opportunity to join Refuge as an Independent Gender Violence Advocate who will be working closely with victims of gender-based violence from the point of crisis, to provide high quality independent advocacy and support to survivors of gender-based violence at the highest risk and their children.

The key responsibilities will include establishing and prioritising the risks to and the needs of survivors of gender-based violence and developing and delivering individual support and risk management plans in partnership with other agencies. You will advocate both verbally and in writing in a range of settings including civil and criminal proceedings and with criminal justice professionals.

This post is restricted to women due to the nature of the role. The Occupational Requirement under Schedule 9 (part 1) of the Equality Act 2010 applies.

**Salary**

£28,104 per annum

Inclusive of London Weighting, which may not be applicable depending on your home location and any agreed permanent homeworking arrangement

**Employment term**

This is a permanent, full-time position 37.5 hours per week

**Location**

The Gaia Centre, London

**Closing Date**

09:00 am Monday 5<sup>th</sup> February 2024

**Interview Date**

Thursday 8 February 2024

## **Employment Terms**

### **Salary**

The annual full-time salary for this role is £28,104 per annum. Please note that this includes a London Weighting allowance of £3,000, which may not be applicable depending on your location and homeworking arrangements.

Refuge is an accredited Living Wage Employer. This means that every member of staff working here will earn a real Living Wage. The real Living Wage is higher than the government's minimum, or National Living Wage, and is an independently calculated hourly rate of pay that is based on the actual cost of living. We voluntarily choose to pay the real Living Wage because we believe that a hard day's work deserves a fair day's pay.

### **Days and hours of work**

The contracted hours of work are 37.5 hours per week between Monday – Friday 9.00am – 5.30pm, over the contract period.

### **Probation**

All appointments are subject to satisfactory pre-employment checks, further details will be provided when an offer of employment is made. The probation period for this post is 6 months.

### **Annual Leave**

Annual leave allowance is 28 days per annum plus public holidays, rising to 30 days following completion of five years' service at the start of the annual leave year. Annual leave for part-time roles is pro rata.

### **Pension**

Refuge operates a qualifying salary sacrifice pension scheme with Aegon which includes a 6% Employer contribution.

### **Employee Benefits**

Refuge offers a variety of exciting opportunities to learn, develop and grow in your career. We recognise the value everyone brings to the organisation in achieving our aims, and we are dedicated to developing and rewarding our staff.

We offer all our employees a competitive benefits package including:

- Competitive salary
- Clinical supervision for all staff
- Confidential support and advice service via an employee assistance programme available 24 hours a day which provides support on a range of work and personal issues
- Enhanced sick pay leave which increases with length of service
- Excellent sector leading maternity, adoption, parental and paternity pay and leave
- Generous life cover scheme valued at four times individuals' salary and covers death in service subject to insurers approval

- Eye care e-Voucher scheme
- Cycle to Work scheme
- Discounted membership with PureGym
- Access to Perkbox providing discounts to employees on a wide range of activities and online purchases
- Opportunity to join our wide range of Equality Network Groups
- Access to free Will writing service
- The ability to apply for flexible working from day one. There will be space to discuss flexible working at interview
- Interest free loans to purchase season tickets for travel to work and/or to pay deposits to secure rented accommodation, and for professional qualifications

### **Training and Learning**

We are committed to supporting a culture that enables all staff to achieve their full potential by providing a range of professional and personal development opportunities including access to a wide range of e-learning resources.

## **JOB DESCRIPTION**

<b>Job Title</b>	<b>Sanctuary Scheme IGVA (Housing)</b>
<b>Directorate</b>	<b>Service Delivery</b>
<b>Reports to</b>	<b>Service Manager</b>
<b>Location</b>	<b>The Gaia Centre, Lambeth London</b>
<b>Working pattern</b>	<b>37.5 hours per week (between Monday – Friday 9.00-5.30pm)</b>

### **Role Outline**

This is a new and exciting role in Refuge, and the post holder will provide support aimed at improving the experiences of survivors who access Sanctuary provision to enable them to stay safely in their own homes.

The post holder will ensure that all survivors who benefits from the installation of target-hardening provisions within their home will be able to access wrap-around support to ensure that, once the installations are in place, they can rebuild their lives and recover from their experiences of domestic abuse. The support that the post holder provides will include:

- Providing improved home security tailored to the needs of the individual (e.g. extra locks/ bolts, stronger doors, spyholes/ chains for doors, security lighting, portable alarms, reinforcing windows, fire retardant letter boxes, smoke detectors and other fire safety equipment, house alarms, video entry systems, CCTV installation etc.)
- Individual risk and needs assessments re the individual household and the survivor (and their children if applicable)
- Develop personal support and safety plans in conjunction with the survivor
- Ensuring a multi-agency response to households at risk of domestic abuse ensuring service users wider needs are assessed and provided with all the necessary support/ referred to the relevant support provider
- Ongoing support to enable the survivor to cope with and recover from their experiences of DA.

The Sanctuary Scheme IGVA you will carry a caseload of survivors and their children. They will work closely with victims of domestic abuse from the point of crisis, to provide high quality independent advocacy and support to survivors of domestic abuse at the highest risk and their children.

They will empower survivors by providing them with emotional, practical, and personal welfare support. They will ensure that survivors are provided with a safe, supportive, and welcoming environment, enabling them to access their rights, make decisions and increase their life options.

The job involves informing survivors of the full range of civil, criminal, and practical options that might increase their safety.

## Key Accountabilities

- Deliver a high quality, inclusive and accessible training programme which meets OCN accreditation standards to IDVAs and other front-line specialists.
- Develop and conduct assessments which considers busy working lives of IDVAs which are fair and inclusive for all delegates. These may include written assignments, project work and on the job learning.
- Implement evaluation processes to ensure continuous improvement of the training.
- Lead focus groups including delegates of each cohort and other stakeholders (e.g. Heads of Services) to reflect on learnings and make any improvements to the programme as required.
- Facilitate peer support groups for delegates to encourage learning from each other.
- Keep up to date with trends in the domestic abuse sector, including changes to policies and legislation and update Refuge training programmes where relevant.
- Collaborate with the People and Organisational Development (POD) team to plan and schedule dates for training cohorts.
- Support other project team members to engage internal and external partners to deliver specialist modules.
- Be responsible for monitoring the training project and developing the required reporting to the MoJ.
- To provide practical and emotional support to people experiencing forms of domestic abuse, applying the principles of effective casework when supporting survivors of domestic abuse at the highest risk and their children and to advocate for survivors to ensure their needs are met.
- To establish the risks to and the needs of survivors of domestic abuse, identifying and prioritising those at the highest risk.
- To develop and deliver individual support and risk management plans to address the risk of harm to survivors of domestic abuse and their children, working directly with all key agency partners to ensure that their plans are coordinated through the MARAC.
- Regularly seek out and obtain updated, relevant, information on housing options and government policy relating to housing and homelessness.
- To advocate, both verbally and in writing, in a range of settings including in civil and criminal proceedings and with criminal justice professionals.
- To work in partnership with other agencies, including participation at the MARAC, and to contribute to the design of interventions and the design of plans which protect survivors and their children whilst maintaining an independent role on behalf of the survivors, keeping their safety central to the plans.
- To prevent future homelessness amongst survivors experiencing domestic abuse and their children
- To be an ambassador for Refuge, working in partnership with other agencies to ensure an effective, coordinated community response to survivors of domestic abuse and their children.

- To ensure that any issues in relation to safeguarding children or adults at risk are brought to the immediate attention of the Service Manager, or if unavailable to Senior Operations Manager.
- To recognise, respect and address the needs of service-users who face particular barriers when seeking help to access the advocacy service, including those from different ethnic and cultural backgrounds, LGBT communities, and disabled people.
- To support the empowerment of survivors, assisting them to recognise the dynamics of domestic abuse present in their own situation, and to help them regain control of their lives.
- To carry out periodic and regular case reviews in liaison with the line manager, to review ongoing risk and needs, using the outcomes to inform action planning.
- To report any problems/difficulties/complaints to the line manager and participate in follow up investigations as required.
- To work within Refuge's quality management system following all policies and procedures
- To ensure that the views and experiences of service-users and agencies are sought actively, recorded carefully, and inform the development of the service.
- To maintain confidentiality and to ensure that professional boundaries are observed when working with clients, staff and external bodies and to work within Refuge's Code of Conduct.

#### **Managing Security**

- To ensure Refuge's lone working procedures are followed and report whereabouts to the service manager when visiting clients.
- To ensure that security of sensitive information is maintained and complies with the requirements of the Data Protection Act 2018.

#### **Managing Health and Safety**

- To promote and ensure safe working for self and others by strict adherence to Refuge Security procedures and Health and Safety policy.

#### **Managing Self**

- To promote and support equality and empowerment within all areas of work.
- To represent and be an ambassador for Refuge, working in partnership internally and externally with other agencies to ensure an effective coordinated community response to survivors of domestic abuse and their children.
- To develop and maintain positive, collaborative working relationships with all Refuge staff both locally and across the wider organisation, being committed as part of the team to providing a high level of support to survivors.
- To actively participate in Refuge's performance management processes including regular supervisions and development.
- To actively role model and display behaviours that reflect Refuge's Values and Behaviour Framework.

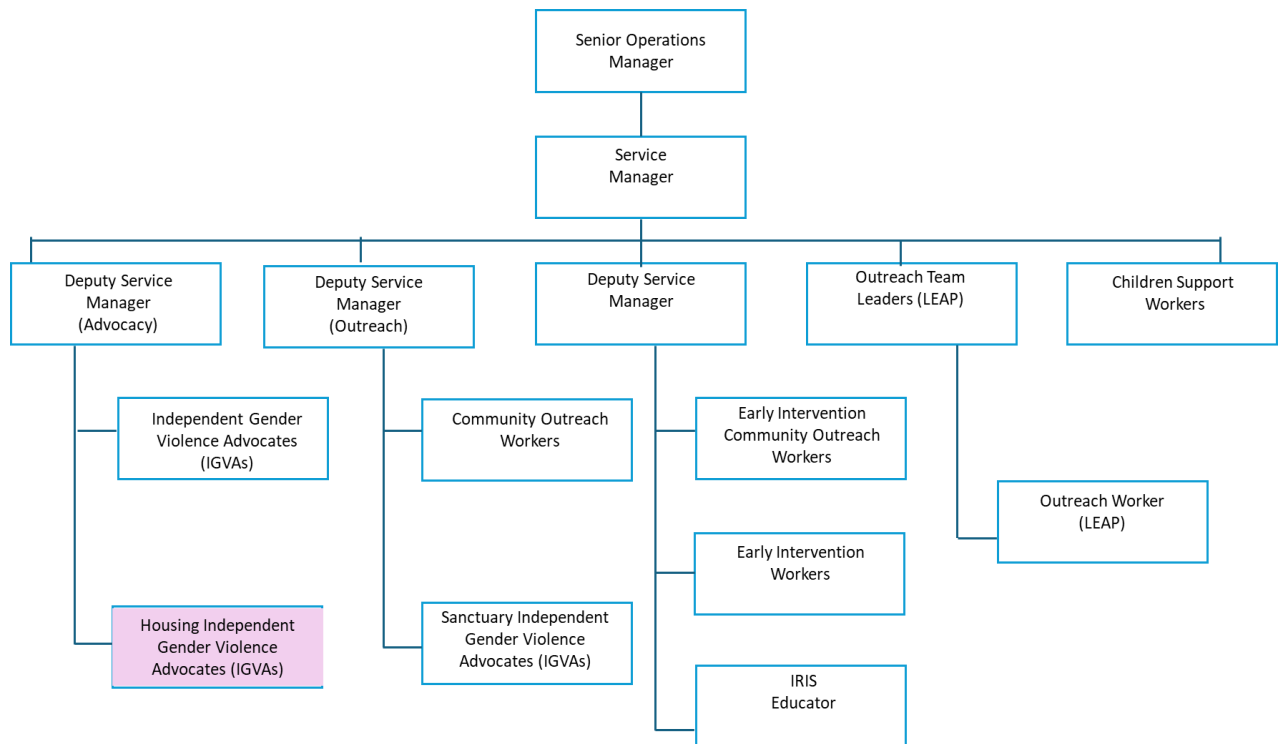


***It is essential to the development of Refuge's service delivery that the post holder is able to respond flexibly to changes in the requirements of this post. This job description is therefore a guide and not an exhaustive list of all responsibilities the post holder may have over time.***

We are committed to safeguarding therefore we expect all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks (DBS) in accordance with the DBS Code of Practice for all roles. We undertake an enhanced DBS check for our roles working directly with survivors.

It is essential to the development of Refuge's service delivery that the post holder can respond flexibly to changes in the requirements of this post. This job description is therefore a guide and not an exhaustive list of all responsibilities the postholder may have over time.

## Team Structure Chart:



### **Who Are We Looking For?**

For us it is important that you are passionate, committed and care about the work Refuge undertakes. Not all roles require previous experience in the Violence Against Women and Girls (VAWG) sector. You may be able to bring relevant experience from another industry or transferable skills from a different type of role or volunteering/community experience.

For us, a role description is a useful guide. But please don't discount yourself if you feel you don't meet all the criteria and believe you have the potential. Above all we value individuals who are committed to working hard but looking after yourself, flourish in an inclusive environment and want to make a positive difference to the communities we support.



## **Person Specification**

### **Experience, Knowledge, and Qualifications**

- Good standard of general education
- Experience of providing emotional and practical support to survivors of domestic abuse
- Experience of identifying and responding to the risks to and needs of survivors of domestic abuse
- Experience of providing, non-judgemental, non-directive and confidential support to individuals and of encouraging them to take control of their lives and set realistic objectives and goals
- Experience of working in partnership with other statutory agencies, particularly with housing teams, to achieve the best outcomes for survivors
- SafeLives qualification

### **Skills**

- Working knowledge of the housing and homelessness system as it relates to survivors of domestic violence and other forms of gender-based violence
- Working knowledge of the legal system as it relates to survivors of domestic abuse, and an up-to-date knowledge of criminal and civil legislation relating to domestic abuse.
- Knowledge of domestic abuse and its impact upon survivors and children.

### **Personal Qualities**

- Understanding of multi-agency partnership structures, including the MARAC, in responding to gender based violence
- Understanding of issues relating to the safeguarding of children
- Knowledge of gender based violence (including domestic abuse) and its impacts upon survivors, children and parenting
- Working knowledge of the legal system as it relates to survivors of domestic abuse
- Evidence of the ability to speak up and present well-structured cases in settings such as child protection conferences and MARAC
- Demonstrable strong written and verbal communication skills; to be able to write reports, deliver presentations, and to communicate with stakeholders in a clear and effective way
- Evidence of the ability to be an ambassador for Refuge and to communicate and work in accordance with Refuge's philosophical principles

- Excellent negotiation and advisory skills, and can apply these with a range of individuals and agencies
- Evidence of the ability to work effectively on own initiative, with minimal direct supervision and as part of a team
- Evidence of the ability to manage in a crisis and to work under pressure within a stressful working environment
- Flexible and proactive approach to working, with good organisational and administrative skills.
- Demonstrable ability to use Microsoft Office (word, excel, outlook, access), and to collect and analyse statistics.
- The ability to be aware of the impact of their behaviour upon others, with a commitment to continuous development.
- An interest in and commitment to the long-term success and development of Refuge.
- Acts as a role model for the organisation with integrity and a demonstrable commitment to upholding professional standards.
- Demonstrates passion and approaches all work in an enthusiastic way.
- Commitment to follow the policies, procedures and philosophical principles of Refuge and a strong commitment to feminism, empowerment, support and equality which underpin all of the work undertaken by Refuge.

## **An Inclusive Workplace for All**

- Our vision is to have a workforce that is reflective of the communities we serve; therefore, we actively encourage and welcome applications from candidates of diverse cultures, perspectives and lived experiences.
- We are committed to challenging the inequalities of society and will continue to learn and grow as an organization to ensure that we provide an inclusive and welcoming environment for all.
- We understand that people have personal lives, and these can sometimes impact on their time and availability. We will be as flexible as we possibly can be in terms of supporting staff to balance their work and their personal lives. If you need flexibility within your working hours, working pattern or location then do let us know and if the role and team can support that request, we will do what we can to support you.
- We are proud to have been awarded Disability Confident Employer. Refuge is aware that individuals with disabilities, or long-term health conditions or are D/deaf or neurodivergent are underrepresented in the sector. Refuge is committed to doing what we can to support our employees.
- We committed to paying a competitive salary for the sector because we want to help break the poverty cycle and reduce social economic barriers to those working within the sector. This is reflected in our commitment to the Show the Salary pledge and #Nongraduateswelcome and being an Accredited Living Wage employer.
- We understand that individuals who are Black, Asian and ethnically diverse are often underrepresented within the sector therefore we have signed up to the VAWG Anti-Racism charter, we have an EEDI Steering Group and equality, diversity and inclusion training.
- We have created a [Respect Charter](#) to complement our values to support our EEDI journey in creating an inclusive and respectful environment both within Refuge and beyond.
- Furthermore, we have seven Employee Network Groups providing a safe space for staff to share their lived experiences and to challenge us as an organization to do better.

These groups are:

- Mental Health and Wellbeing
- LGBTQI+ Shine
- Anti-Racism
- Allies
- Families
- Women's
- Disability and Neurodiversity Matters

## How To Apply

### Key Information and Deadlines

To apply please access our online application form via our website:

<https://refugecareers.ciphr-irecruit.com/Applicants/vacancy>

**Applications must be completed and submitted by 9.00am on 5<sup>th</sup> February 2024.**

- If you have any questions or want to discuss the post before applying, please contact us via email at [recruitment@refuge.org.uk](mailto:recruitment@refuge.org.uk)
- You can also find out more information about Refuge at [www.refuge.org.uk](http://www.refuge.org.uk)

**Interviews will take place via video conference on the 8 February 2024.**

### Completing your application form

What matters most to us when recruiting new members to join the Refuge team, is the inclusive attitude and relevant experience you will bring to the organisation and the role, and how you will support our values of: *A FEMINIST FORCE FOR GOOD, NEVER SHY AWAY, BUILD IT TOGETHER, SHOW WE CARE, LEARN EVERY DAY.*

Please note that we do not accept CVs for this job vacancy and all applications must be submitted via our online application form. The application process will require you to complete various sections of the application form. It is important that you complete all sections. Please do indicate N/A (not applicable) should some areas of the form not apply to you.

Your Supporting Statement section of the application form describing your skills and experience against the job description and person specification, will also be used to determine who to invite for an interview. Therefore, please do give clear examples of how your skills and experience are relevant to the job you are applying for, and how and where you have used them. Your Supporting Statement should not exceed a maximum of 800 words.

For example, this can be:

- Relevant experience from your present or previous jobs.
- Skills and experience gained from community or voluntary work, work experience, leisure interests and activities in the home.
- Education and the training you have received.

We would like to thank you in advance for expressing an interest in working for Refuge. We look forward to receiving your application.

**Applications from Former Refuge Service Users and Survivors**

Former Refuge service users, Survivor Ambassador's and Survivor Panel members no longer using our services can apply for all advertised job vacancies. If successful in securing the role, the data on Impact of former service users will be protected.

Job vacancies are not open to survivors that are currently using our services. This restriction is for the survivor's safety and to avoid a conflict of interest.

### **Our commitment to inclusive recruitment**

Our People and Culture team will remove your name, address and date of birth before forwarding your information for shortlisting. Your education is only considered if it is a requirement of the role.

We want Refuge to be an organisation that is reflective of the society we are based in therefore we are committed to growing our diverse workforce. The information you provide on the diversity monitoring form is confidential and helps the People and Culture team to understand where you would have seen the role and how we may need to do better in ensuring everyone who wants to work for Refuge is aware of the opportunities as they arise.

### **Other information**

Safeguarding is vital to our work, and we strive to prevent harm and promote and protect the welfare and safety of all adults and children that come in contact with the organisation. We have a collective responsibility to take a do no harm approach by prioritising the safety and wellbeing of the women and children accessing our services, as well as ensuring a duty of care to our staff and volunteers.

As part of this responsibility, we undertake basic disclosure checks (DBS) for all roles in accordance with the Codes of Practice and in line with our Recruitment of Ex-Offender and Disclosure Barring Services Checks Policy, and for our roles working directly with survivors, at an enhanced level check. Applicants are encouraged to apply for job vacancies, having a spent or unspent conviction will not automatically exclude you from being offered the role. If you are successful in securing the role, we will hold an open and measured discussion about any convictions that might be relevant to the role. Our Recruitment of Ex-Offender and Disclosure Barring Services Checks Policy is available to applicants on request.

### **Data Protection Act**

Refuge is committed to protecting your privacy. Information provided by you in your application form will be kept for the purposes of monitoring. It will be copied for use during the recruitment process. Once the recruitment process is completed, the data will be stored for a maximum of 6 months and then destroyed. If you are the successful candidate, relevant information will be taken from this form and used as part of your human resources record. All personal information that you supply to us as part of your application will be processed in accordance with prevailing UK Data Protection legislation.

By submitting your completed application form you are consenting to your personal data being used and held as described above.

Please ensure that the information you give to us is correct and that you let us know of any changes as soon as possible.



