



## **Rapid Response ISVA**

### **Job Description**

### **About Galop**

Galop is the UK's LGBT+ anti-abuse charity. Founded in 1982 and have been championing the needs and 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 national helplines: for LGBT+ victims and survivors of domestic abuse, survivors of so-called "conversion therapy", and LGBT+ people who have experienced hate crime. 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.



## **The Alliance**

The Sexual Violence Alliance is comprised of seven organisations (The four London Rape Crisis Centres, Galop, Survivors UK, and Respond) working together to provide comprehensive support to victim/survivors of sexual violence across London. The alliance model enables us to draw on each member's expertise and provide all victims/survivors with the specific care that is tailored to their needs. Navigators sit within each organisation in The Alliance and work alongside one another to support survivors of sexual violence.

## **The Role**

As this is a new role, we anticipate that the remit of the role will likely adapt in response to the support needs that are presented by service users and service delivery. We expect the post holder to contribute to the development of this role.

The role of a Rapid Response ISVA is to provide advocacy, practical, and emotional support to survivors who have experienced any form of sexual violence, recent or historic. You will also ensure that survivors are aware of their rights, options, and entitlements, and support them through any stage of the criminal justice system.

The post holder will ensure a quality service is provided to survivors by covering cases at short notice and providing support for those that are not able to access immediate ISVA support. You will ensure that timely advice is provided to survivors on the waiting list.

You will be responsible for:

### **Supporting survivors:**

- Provide information, advice, and support in relation to the UK criminal justice system, from report to court and post-trial, including reporting to the police, the investigation process, and provide support to the service user throughout
- Liaise with the Sexual Offences Investigative Techniques Trained Officer (SOIT) and CPS to obtain and relay information on case



progress to the service user in line with the requirements of the Victims Code of Practice

- Provide information about the trial including the role of a witness, the outline of a trial at both Crown Court and Magistrates Court, giving evidence, special measures, attendance at court with clients for pre-court visits and trial
- Caretake caseloads of other ISVAs in their absence with manager support
- Be flexible and agile, engaging in outreach opportunities where necessary
- Keep and maintain accurate and confidential records of all work undertaken

### **Case Management & Monitoring**

- Maintaining accurate, timely and confidential records in keeping with required standards and related legislation.
- Track and record all enquiries and referrals using the Alliance/Galop's database
- Collecting monitoring information and seeking evaluation information from survivors in line with service user-led policies and procedures and funding expectations.
- Actively informing survivors of the ways they can provide feedback, ensuring this key perspective remains central to and continues to shape future service delivery.
- Attending and making effective use of line management, case management support and clinical supervision as well as regular meetings with the SV Alliance.

### **Partnership Working and Strengthening Practice**

- Active participation in the SV Alliance, including maintaining collaborative working relationships and referral pathways with the SV Alliance and other external agencies.

### **Diversity, Equality and Anti-Oppressive Practices**



- Working within intersectional feminist protocols and principles, promoting best practice when working with service users, colleagues and external agencies and partners

## About you

You will have expertise in delivering needs-led specialist support services. You will need to be solutions-focussed and enjoy working collaboratively across a diverse and committed team. You'll need high levels of resilience and active participation in 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 people facing abuse.

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.

<b>Experience and knowledge</b>	<b>Essential (E) or Desirable (D)</b>
Experience of working with people affected by sexual abuse and abuse	E
Knowledge of safety issues in relation to sexual violence victims/survivors, including risk assessment and safety planning	E
Knowledge of LGBTQ+ experiences, with a clear understanding of the needs of LGBTQ+ victims and survivors of abuse and violence	E
Understanding of safeguarding best practice in a support environment, including both children and adults-at-risk	E
Knowledge of the needs of those from diverse communities and the barriers to accessing support,	E



particularly for those from Global Majority communities, mental health issues, young people, drug and alcohol issues	
Knowledge of the criminal justice system, including court and police procedures relating to sexual violence	E
Experience of delivering to targets	D
Strong understanding of discrimination and intersectionality	D
<b>Skills</b>	
Ability to quickly form trauma-informed relationships with clients, and maintain professional boundaries while offering non-directive and empathic support	E
Ability to speak to a survivors in a clear, empathetic and psychologically-informed manner	E
Accurate case recording and ability to evidence work against service requirements	E
Ability to manage own caseload, working well under pressure and prioritising workload	
Ability to work collaboratively across the team	E
Ability to problem solve and think creatively	E
Excellent written and verbal communication skills	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 / racially minoritised candidates, people of faith, those living with a disability, and those with lived experience of abuse or violence.



## **Location**

Galop's offices are located in London. This role will have the option of hybrid working with at least 2 days per week in the office.

## **Hours**

Full time (35 hours per week)

## **Contract**

Permanent

## **Reports to:**

Sexual Violence Advocacy & Support Manager

## **Salary**

You will start on scale point F1 at £32,626.66 (including £4,296.25 London Weighting for those working in our London office)

## **Closing Date**

Applications are now open on a rolling basis. First round interviews TBC and will take place via Microsoft Teams.

## **Questions?**

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