



Empowerment, healing and transformation for women moving on from violence

April 2024

Dear Applicant,

Women and Girls Network Application Pack for the role of Gender Based Violence Prevention Worker (Female Applicants Only)

This pack includes information about WGN, the Gender Based Violence Prevention Worker opportunity and the recruitment process for this position. Further information can be found by visiting www.wgn.org.uk/support-us/work-us.

If you would like to apply for this role please return completed Application and Equal Opportunities Monitoring forms by emailing them to recruitment@wgn.org.uk by 9am on Wednesday 1 May 2024. Interviews are expected to take place on Wednesday 15 May 2024.

Please ensure you submit a completed Equal Opportunities Monitoring form. WGN is committed to actively promoting equal opportunities in all aspects of our work. To ensure that our selection procedures remain appropriate and fair, we ask all applicants to submit completed Equal Opportunities Monitoring forms. The information provided on this form is confidential, used for monitoring and not selection purposes.

Please note we will not consider:

- Late applications
- CVs
- Application Forms without a completed Equal Opportunities Monitoring Form

WGN has many people who wish to work with us, so if your application is not shortlisted for interview we hope you will understand why, as a charity with limited resources, we are unable to offer feedback. If you do not hear from us again within two weeks of the date when receipt of your application is confirmed, please assume that your application has not been successful on this occasion.

To receive regular information about WGN's services, news and future employment and volunteer opportunities please visit www.wgn.org.uk to sign up for our newsletter or to follow us on social media.

This post is subject to satisfactory references and a DBS check.

Thank you again for your interest in WGN and our work. We look forward to receiving your application.

Yours sincerely,

Lorraine James
Young Women's Services Manager



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Women and Girls Network Information for Applicants

Women and Girls Network (WGN) is a pan-London charity which supports women and girls affected by all forms of gender-based violence. WGN's services are aimed at providing a holistic, integrated healing journey that involves the diverse aspects of self: body, mind and spirit. WGN promotes total and sustainable recovery, supporting women who have survived so they can thrive.

Established 1987 WGN celebrated her 30th birthday in 2017.

WGN is proud to be a member of the London Violence Against Women and Girls (VAWG) Consortium (Ascent), Angelou Partnership, EAWW Coalition and various other partnerships.

Further information about WGN can be found by visiting www.wgn.org.uk where you can also sign up to receive our regular newsletter or follow us on social media.

WGN Services

Advice

The Advice Service provides information, advice, advocacy and casework support for women and girls (age 14+) affected by gender-based violence. WGN's Advice Line also offers consultation and support for professionals working with cases involving gender-based violence.

Counselling

The Counselling Service is provided to women and girls who have experienced any form of gender-based violence. Services are divided into different projects offered in various London boroughs.

Group Work

The Group Work Service provides a range of groups for women across London.

Independent Sexual Violence Advocate (ISVA) Service

The ISVA Service supports women who have experienced any form of recent or historic sexual violence, including support going through the criminal justice system.

The London Survivors Gateway for Sexual Violence Services

WGN lead the London Survivors Gateway, a collaboration between the four London Rape Crisis Centres, SurvivorsUK, Galop, Respond and the Havens. The Gateway provides



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tailored advice and support on accessing the most suitable services for survivors of sexual violence and abuse in London.

Sexual Violence Helpline

The Sexual Violence Helpline provides emotional and practical support and advice to women and girls who have experienced recent or historic sexual violence. Advice and support is also provided to those supporting women or girls affected by sexual violence.

Training

The Training service provides specialist (including accredited) courses for professionals. The Training Team also offers bespoke courses, Expert Led Seminars and workshops.

West London Rape Crisis Centre (WLRCC)

The WLRCC provides counselling and support for women and girls who have experienced any form of recent or historic sexual violence. Part of Rape Crisis London this service is provided in Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow.

Young Women's Service

The Young Women's Service works with young women (11-25 years) who have experienced are at risk of or vulnerable to sexual violence and / or sexual exploitation including those involved in gangs. The service runs support groups and workshops for young women in West London.



Empowerment, healing and transformation for women moving on from violence

Gender Based Violence Prevention Worker (Female Applicants Only)

Salary range £30,000 - £33,000 per annum | 35 hours per week (Full-time) | Fixed Term Contract with possibility of extension

This role will involve office based working at WGN sites in Shepherd's Bush as well as travel across London, community based and remote working.

Women and Girls Network (WGN) was established in 1987 and has spent over 30 years supporting women and girls across London affected by gendered violence. This includes childhood sexual abuse, domestic violence, rape, prostitution (including trafficking and sexual exploitation), female genital mutilation (FGM), and so-called 'honour' based crimes such as forced marriage.

Our goal is to promote, preserve, and restore the mental health and wellbeing of women and girls, to empower them to make a total and sustainable recovery from the experiences of violence.

We are now looking for an experienced and innovative individual to support the engagement and outreach of our Young Women's Service.

The successful candidate will be experienced in developing and delivering creative Gender Based Violence (GBV) prevention programs and confident to successfully engage young women in a wide range of settings including schools, colleges, youth programs & pupil referral units to raise awareness, challenge and positively influence the attitudes and behaviours that normalise GBV in this peer group. You will receive training on delivering GBV Resilience Programs that build psychological and emotional resilience in young people (YP) to strengthen protective factors to promote positive mental and emotional well-being in YP. You will co-produce and deliver training and awareness raising work for professionals, including first responders and managers in GBV related services / mental health provisions, educational centres and non-abusing family members and carers to facilitate appropriate response towards YP at risk.

You will therefore be skilled in nurturing and developing YP voices and active engagement within such forums. You will be skilled at working alongside young women with an acute awareness of how to successfully co-create and co-deliver training packages to professionals and the wider community, thus centralising YP as the leaders and change agents in the project.

WGN's employee benefits include: 3% pension contribution, enhanced leave entitlement and an Employee Assistance Programme, as well as the opportunity to work with a leading multi-cultural, women-led feminist charity.

We welcome and encourage applications from women of all backgrounds. We particularly welcome applications from Black, Asian and Ethnic communities.

For further information visit www.wgn.org.uk/support-us/work-with-us.

Completed application forms and equal opportunities monitoring forms should be emailed to recruitment@wgn.org.uk by 9am on Wednesday 1 May 2024. Interviews are expected to take place on Wednesday 15 May 2024.

This post is subject to satisfactory references and DBS check.
WGN is an equal opportunities employer.
The above post is exempt under the Equality Act 2010, Schedule 9, Part 1



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Gender Based Violence Prevention Worker - Job Description

Job title:	Gender Based Violence Prevention Worker (Female Applicants Only)
Team:	Young Women's Services
Reporting to:	Prevention and Training Coordinator
Location:	West London with some travel across London
Working hours	Full-time (35 hours per week) This role involves regular evenings and some weekend work
Contract type	Fixed Term Contract (until March 2025) with possibility of extension

Women and Girls Network (WGN)

Women and Girls Network (WGN) is a pan-London charity which supports women and girls affected by all forms of gender-based violence. WGN's services provide a holistic, integrated healing journey which promotes total, sustainable recovery, supporting women and girls who have survived so they can thrive.

Key Activities

1. Delivering Gender Based Violence (GBV) prevention and awareness raising workshop programmes that empowers Young People (YP) with the knowledge and understanding of all forms of GBV including how to identify early warning signs, risk indicators, help-seeking and how to access support for themselves and their peers.
2. Developing and delivering resilience building programs to support psychological and emotional resilience in YP to strengthen self-protective factors, promoting YP positive mental health and emotional well-being including self-esteem, confidence, resistance and self-care strategies
3. Support YP to access information about their rights and support them to make informed choices and to access relevant services equipping them with information, skills and resources they need to make informed choices, access services, access their rights and to have their voices heard
4. Promote a climate of understanding so that YP feel able to voice anxieties, needs and concerns
5. Support YP to address the impact of GBV and improve their mental, emotional, spiritual, physical, sexual and reproductive health and well-being
6. Building relationships with schools colleges, youth provisions, Pupil Referral Unit (PRU's), Youth programmes, Youth Offending Teams (YOT's) and undertake assertive outreach to meet the needs other vulnerable/ high risk YP exposed to high levels of violence.



7. Liaising with other agencies providing services for YP within the target locality, establishing new contacts and referral pathways.
8. Co-produce and deliver training and awareness raising work for professionals, including first responders and managers in GBV related services / mental health provisions, educational centres and non-abusing family members and carers to facilitate appropriate response towards minority YP at risk.
9. Develop and maintain appropriate information, monitoring and evaluation systems to measure the impact of the community engagement, prevention and resilience programs.
10. To support, and in some cases lead, Experts by Experience projects that aim to ensure that YPs voices are at the centre of the development and delivery of prevention services (both within WGN and with external stakeholders). This will include recruiting and supporting YP to be involved within the 'Experts by Experience' platforms.
11. To develop effective ways to engage YP in youth participation and activism, through strategies and dynamic spaces that promote and amplify their voice.
12. To establish a pool of 'Expert' trainers to co-deliver future prevention/resilience workshops and trainings to professionals ensuring they receive robust facilitator skills and competencies.
13. To ensure the Expert's involvement in service reviews, evaluations and research as well as wider voice representation in consultations related to minority YP experience of GBV and intersectional disadvantage
14. Maintaining confidentiality for YP, in line with WGNs Safeguarding Policy
15. Assessing safeguarding concerns and to discuss these concerns with the service manager and to take appropriate action as required by WGNs safeguarding procedures
16. Supporting the YP through this process where appropriate and to ensure that they are kept informed at all times
17. Understanding the nuanced nature of risk assessment and risk manifestation and work with YP and local agencies to develop a shared understanding of risk and negotiate robust risk management plans to maximise external protective factors
18. Actively contributing to the development and creation of a trauma-informed working environment and a feminist ethos of care and support
19. Work in line with WGN's ethos, values, aims, objectives, policies and procedures at all times, promoting empowerment and modelling anti-oppressive and anti-discriminatory practices
20. Follow procedures and protocols agreed with partners to ensure the health and safety of clients. Take all possible steps to ensure the safety and confidentiality of service users, staff and stakeholders
21. Be self-servicing and work flexibly as a member of the team



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Please note that this list is indicative of the key responsibilities and duties and areas of responsibility for this role but is by no means exhaustive. WGN is a solution-focused organisation and a 'can do' attitude and flexibility to take on other related tasks is essential.

This job description is accurate as at the date shown below. It does not form part of contractual terms and may be varied to reflect or anticipate changes in or to the role.

Variation Clause

WGN reserves the right, following full and reasonable consultation with the team member concerned, to vary, add or alter the terms and conditions of employment.

Flexibility Clause

In order to deliver services effectively, a degree of flexibility is required and the post holder may be required to perform work not specifically outlined above and / or outside of specified working hours, including occasional evenings and weekends. Overtime will not be paid, TOIL will be accrued for hours worked and staff will be supported to take that time.

Exemption

Due to the nature of the role, we will only accept applications from female candidates. Exempt under the Equality Act 2010, Schedule 9, Part 1.

Gender Based Violence Prevention Worker – Person Specification

Experience	Requirement
Relevant experience working with or engaging vulnerable young people from diverse communities	Essential
Experience of working in schools, Pupil Referral Unit's and / or other youth-centred environments	Essential
Experience of developing and delivering age-appropriate dynamic workshops / group work programmes aimed at young people promoting self-awareness, equality, activism or self-care	Essential
Experience of delivering training to professionals and large organisations	Desirable
Knowledge	Requirement
Understand the causes and effects of gendered violence as experienced by minoritised young people, as well as mental health and/or multiple disadvantage and how the experience of violence impacts minoritised YPs behaviour and choices	Essential
Understand the issues, challenges and barriers faced by minoritised YP from diverse communities and backgrounds in accessing appropriate support	Essential
Working knowledge of relevant safeguarding legislation and confidentiality practice	Essential
Understanding intersectionality when supporting minoritised YP and working in a trauma-informed approach in line with best practice	Essential
Skills & Abilities	Requirement
Commitment to actively challenging discrimination and oppression and to work within WGN's values, ethos, principles and policies	Essential
Motivated to work towards ending gendered violence and being anti-racist	Essential
Willingness and ability to critically reflect on and develop own practice	Essential
To work in empowering and creative ways to engage young people, and promoting a climate of understanding so that YP feel able to voice anxieties, needs and concerns	Essential
To work within a Black feminist framework	Essential
Ability to communicate effectively in writing and verbally with YP, partner agencies and stakeholders; and write updates and reports for internal use and funders	Essential
Ability to be self-servicing in relation to administration, competency in the use of IT, including Word, Excel, Outlook and databases	Essential
Ability to deliver services in a language(s) other than English	Desirable
Ability to maintain productive partnerships between voluntary and public sector agencies and work collaboratively with staff from other projects and partners from voluntary, statutory and public sectors	Desirable