



Empowerment, healing and transformation for women moving on from violence

April 2024

Dear Applicant,

Women and Girls Network Application Pack for the role of Young Women's Multiple Disadvantaged Advocate (Female Applicants Only)

This pack includes information about WGN, the Young Women's Multiple Disadvantaged Advocates 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 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, EAW 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.



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Young Women's Multiple Disadvantaged Advocate (Female Applicants Only)

Starting Salary £30,000 per annum | 35 hours per week (full -time) | Permanent

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.

This new and exciting role is part of CouRAGEus, a unique pan-London project established to provide specialist advocacy, counselling, resilience and prevention programs for black and minoritised young women and girls (YWG) experiencing gendered violence, mental health and/or multiple disadvantage.

The ideal candidate will be an experienced and dynamic individual with an in-depth understanding of the specific needs of minoritised and multiple disadvantaged YWG with experiences of gendered violence. You will have experience of working with YWG's with high-risk presentations, including self-injury and suicidal risk and adept at providing crises support and more in-depth work that cultivates self-protective factors as well as meaningful interventions and strategies that aim to reduce and mitigate risk.

You will deliver holistic, YWG's centred, individualised care pathways that are gender informed, trauma focused and aimed at addressing multiple areas of disadvantage including mental health challenges, problematic substance use and homelessness. You will be well versed in advocating on behalf of YWG to multi-agency services to ensure support, protection and choice for the YWG's you represent. In this role, the Advocate will also develop relationships with local communities and professionals with an aim to raise awareness about sexual violence, improve communities and professionals' responses as well as to improve access to services for survivors. This work will be carried out through one to one advocacy sessions, workshops, trainings, consultations and other means.

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



Young Women’s Multiple Disadvantaged Advocate (YWMDA) Job Description

Job Title:	Young Women’s Multiple Disadvantaged Advocate (YWMDA) (Female Applicants Only)
Team:	Young Women’s Services
Reporting to:	Young Women’s Advocacy Manager & Senior Young Women’s Advocate
Hours	Full-time (35 hours per week). This role involves regular evening and some weekend work
Location	West London with some travel across London

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.

This new and exciting role is part of CouRAGEus, a unique pan-London project established to provide specialist advocacy, counselling, resilience and prevention programs for black and minoritised young women and girls (YWG) experiencing gendered violence, mental health and/or multiple disadvantage.

Role Description

The YWMDA will be responsible for:

Advice, Advocacy and Support

1. Conducting initial risk & needs assessments, providing advice and signposting where appropriate, from a holistic / Young women and girl’s (YWG’s) centred perspective, which considers their strengths and challenges.
2. Provide clear information on health and social care matters, and treatment options to support YWG’s to have their voice heard, secure their rights, represent their interests and obtain the services they need.
3. Develop and deliver empowering bespoke packages of support including information, referral, sign posting, advice and advocacy to YWG’s presenting with multiple needs and affected by any form of violence against women and girls (VAWG).
4. In conjunction with the Women and Girls Network’s (WGN) risk assessment and management protocols, identify risk, liaise with the Young Women’s Advocacy Manager and follow management protocols to mitigate risk.
5. Addressing the multiple impacts of all forms of VAWG by working with YWG’s to identify and address all areas of need.
6. Addressing the multiple impacts of VAWG by working with YWG’s to develop and enhance self-protective factors and resilience including but not limited to self-esteem, confidence and safety planning skills.



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7. To provide a holistic supportive service and be able to enhance the work of multi-disciplinary external partners. Provide advocacy support in relation to meetings relating to the holistic needs of clients.
8. Improve access and responses from services by developing close and effective working relationships with key staff within these services.
9. Challenge decisions and actions within statutory services to ensure the rights, voice and needs of minoritised YWG's are promoted and protected.
10. Encourage YWG's to explore their potential to the fullest and regain increased control over their daily lives.

Assertive Outreach

11. To undertake assertive outreach to ensure marginalised YWG's in diverse communities can and are encouraged to access services.

Voice

12. Working in partnership with Community Prevention Workers to encourage and engage YWG's to feel confident and enabled to be involved within WGN's 'Experts by Experience' platforms for their voices to be heard and influence the service.

Safeguarding

13. Maintaining confidentiality for YWG's, in line with WGN's Safeguarding Policy.
14. Assessing safeguarding concerns and discussing these concerns with the Senior Young Women's Advocate (SYWA) and the Young Women's Advocacy Manager (YWAM) and to take appropriate action as required by WGN's safeguarding procedures.
15. Work alongside YWG's to maximize self-protective strategies to ensure stability, manage risk and establish wellbeing.
16. Supporting YWG's through the safeguarding process where appropriate, ensuring that they are kept informed at all times.
17. Equipping YWG's with the information, skills and resources they need to make informed choices, access services, access their rights and to have their voices heard.
18. Understanding the nuanced nature of risk assessments, risk manifestation and work with YWG's and local agencies to develop a shared understanding of risk and negotiate robust risk management plans to maximise individual and external protective factors.
19. Utilising a multi-agency approach, working with voluntary and statutory professionals to support YWG's.

Widening Access

20. At all times working within an intersectional framework, considering the diverse and sometimes conflicting needs of YWG's across all protected characteristics and tailoring the service to widen access and ensure individual and community needs are met.
21. Adapting and tailoring resources and forms for YWG to ensure they are able to access and feel confident using the service, ensuring leaflets, posters and written materials are accessible, inclusive and widely distributed.

Monitoring / Evaluation and Data Management

22. Develop and maintain appropriate information, record keeping, case recording, monitoring and evaluation systems.
23. Update all communications with and regards YWG's on DPMS.

Strengthening Practice

24. Actively contributing to the development and creation of a trauma-informed working environment and a feminist ethos of care and support.
25. Develop and share good practice with other professionals and contribute to the development of service policies, protocols, guidelines and strategies in collaboration with the Head of Young Women's Services (HoYWS), YWAM and SYWA.
26. Develop and maintain working knowledge of the target locality services, strategies and guideline procedures in relation to YWG's.
27. Develop and maintain updated working knowledge of relevant legislation including but not limited to, child and adolescent mental health, social welfare, child rights, criminal and civil law.
28. Liaise with other agencies providing services for YWG within the target locality, establishing new contacts and referral pathways.
29. Act as a specialist in relation to minoritised YWG and their experience of VAWG, providing expert contributions to relevant multi-agency child safeguarding meetings/systems and forums including child protection conferences and offering consultation for professionals.

Service Promotion

30. Build and sustain excellent working relationships with key partners and referral agencies across all London Boroughs and voluntary and community sector (VCS).
31. Meet with and promote the service to other agencies and potential service users, representing WGN at a range of forums and events to promote awareness of the service.

General Duties

32. 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.
33. Strive to meet and exceed quality standards in relation to every aspect of the work to ensure that WGN maintains its distinctive positive reputation.
34. Follow procedures and protocols to ensure the health and safety of clients.
35. Take all possible steps to ensure the safety and confidentiality of service users, staff and stakeholders.
36. Attend and make best use of WGN support / supervision sessions and training.
37. Actively contribute to whole WGN, team meetings and Pan London advocacy forums.
38. Share contacts, information and expertise to build a strong team and enhance the knowledge base of WGN.
39. Develop and maintain appropriate information, record keeping, case recording (on DPMS) and monitoring systems; and maintain administrative and reporting systems to ensure accountability.
40. Be self-servicing and work flexibly as a member of the team.
41. Carry out duties appropriate to the role that are necessary for the delivery of this service and the effective functioning of the organisation.
42. Due to the nature of the client group, regular evening work and occasional weekend work are key requirements of this role.



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Variation Clause

Women and Girls Network reserves the right, following full and reasonable consultation with the member of staff concerned, to vary, add or alter any of 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. 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

Young Women’s Multiple Disadvantage Advocate (YWMDA) Person Specification

Experience and expertise	Requirement
Managing a caseload and providing advice, support and advocacy.	Essential
Demonstrable experience of working with vulnerable YWG with multiple disadvantages and high-risk clients with acute and chronic mental health presentations, including those with high risk behaviours such as self-injury and suicidal risks.	Essential
Demonstrable experience of providing crises support and in-depth interventions and strategies to reduce and mitigate risks.	Essential
Experience of engaging YWG’s from diverse communities in the take-up of service provision.	Essential
Experience of delivering empowering one to one interventions with minoritised YWG’s, developing and maintaining non-dependent, bounded, respectful and professional relationships with individual YWG’s.	Essential
Experience of working in partnership with a wide range of statutory and voluntary agencies.	Desirable
Knowledge	Requirement
Working knowledge of relevant safeguarding legislation and practice.	Essential
Understand the causes and effects of gendered violence as experienced by minoritised YWG’s experiencing poor mental health and / or multiple disadvantage and how the experience of violence impacts their behaviour and choices.	Essential
Understand the specific issues faced by minoritised YWG’s experiencing multiple disadvantage including mental health challenges, problematic substance misuse and homelessness.	Essential
Working knowledge of mental health and social policy, legislation and services relevant to YWG’s who have experienced gendered violence and multiple disadvantage.	Desirable
An understanding of trauma, developmental trauma, attachments styles and the importance and application of working within a trauma informed approach when working with traumatised YWG’s.	Essential
Sound knowledge of current issues in the care of YWG’s in mental health presentations including clinical presentations / treatment and medication options.	Desirable
Attitude	Requirement
Motivated to work towards ending violence against women and children.	Essential
Willingness and ability to critically reflect on and develop own practice.	Essential
Commitment to actively challenge discrimination and oppression and to work within WGN’s values, ethos, principles and policies.	Desirable

To work in empowering ways informed by a strengths based, gender/trauma informed response aimed at enhancing self-protective strategies.	Essential
Skills, Abilities and Competencies	Requirement
A competent, reflective practitioner who is able to work with high levels of risk and complexity while remaining effective, resilient and grounded.	Essential
Good advice and advocacy skills.	Essential
Ability to deliver creative and meaningful interventions and services that engage, motivate and effect change in YWG's lives.	Essential
Skilled at risk management and working safely with high risk clients.	Essential
Ability to work with a wide range of minoritised YWG's, recognising and catering for a wide range of needs and ages both chronologically and developmentally.	Desirable