



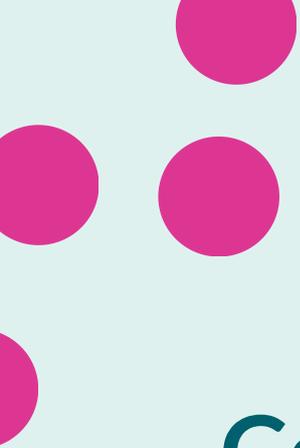
# Door of Hope - Women's Support Worker

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## Application Pack

March 2026





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# Welcome

Thank you for your interest in working with Beyond the Streets.

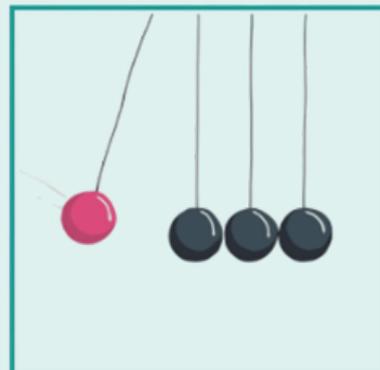
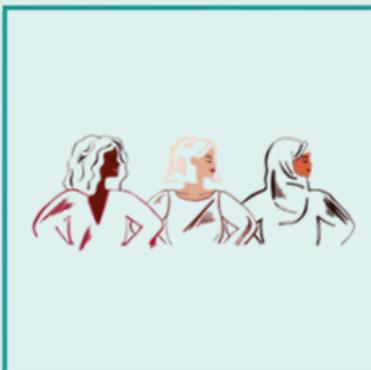
We hope that you find all the information that you need in this pack. Our website [Beyond the Streets](https://www.beyondthestreets.org.uk) also has a lot of useful information and videos including access to our free online Whitechapel Women tour.

Just like our employment practices we are committed to ensuring that our recruitment process is fair and accessible. We value diversity and believe that a mix of backgrounds and neurotypes creates a culture where our team are free to be themselves and talents are utilised to their best potential.

If you are interested in applying for this role and require any further information or need to discuss applying in a different format, then please contact

[recruitment@beyondthestreets.org.uk](mailto:recruitment@beyondthestreets.org.uk).

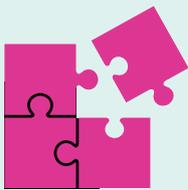
**The deadline for submitting applications for this role is Midnight Monday 6<sup>th</sup> April 2026.**



## About Beyond the Streets

Beyond the Streets is a UK charity with over 20 years' experience of partnering with women in the sex industry, to see them safe from coercion, violence and abuse. We deliver trauma-informed, person-centred support, provide training, and create resources and reports informed by research, lived experience, and practitioner experience.

### The Way We Work



**We collaborate  
and share**



**We are women led  
and empowering**



**We are  
compassionate**



**We listen  
and learn**

Beyond the Streets is a charity inspired by Christian values. This belief inspires us to work with acceptance, value and mutual respect for all. We promote a healthy work life balance and regularly reflect on our boundaries and our strategy for the year. We genuinely seek to work as a team and ensure that no one is 'rescuing' or working outside their allocated hours. You will be joining a growing team at Beyond the Streets. We currently have 18 members of staff, with a mix of full-time and part-time working patterns and a team of volunteers.

## Violence Against Women and Girls (VAWG) Perspective

At Beyond the Streets, we come in to contact with groups and individuals from various perspectives on selling sex and value this diversity. Having said this, over the years our perspective has developed and has been informed by our service users. We recognise that women's experiences of the sex industry vary but, overall, we view prostitution as a form of 'violence against women and girls' (VAWG) due to the harm we have found to be inherent. Central to this perspective is an understanding of the abuse of power and/or vulnerability faced by those who are sexually exploited or engaged in survival sex.

## Ethos

As a charity inspired by Christian values, we have several key elements that are seen within our work. These are core to our organisational culture and shape our working practices and service delivery.

<b>We seek to show genuine care and be inclusive and recognise the intrinsic value in all people.</b>	<b>We see everyone as equal in diversity and work to see everyone treated in this way.</b>
<b>We believe in transformation and will work to enable people to see positive change in their lives.</b>	<b>We take a long-term approach and see the importance of persevering and celebrating progress.</b>
<b>We see the value of working together, addressing conflict and partnering to see lives changed.</b>	<b>We are sensitive to the misuse of power and recognise the importance of working alongside those we seek to serve.</b>

Whilst these are our organisation's core beliefs, we will never look to impose them on anyone. Anyone looking to join the Beyond the Streets team, either as staff or in a voluntary capacity must respect this ethos and will be expected to work within this framework to assist the charity towards achieving our vision of ending sexual exploitation.



# About the role

Door of Hope provides a safe and confidential space for women who currently, or in the past, have sold sex and who want support or to exit prostitution. We work with women to initially ensure their safety from violence or coercion, then to address the underlying issues that lead them to sell sex. We work within a women-centred model and adopt a trauma-informed approach.

**Genuine Occupational Requirement (GOR)** - Due to the nature of this role in working alongside women with lived experience of violence against women, this post is restricted to female applicants only under Section 9 of the Equality Act 2010.

## Purpose

We are seeking a more Women's Support Worker's to join our Door of Hope team in the East End of London. The role will involve working directly with women who sell sex in Tower Hamlets; supporting them to make goals and support the changes that they wish to make, through information sharing, advocacy, and practical support. We offer this whilst also providing a non-judgemental, and confidential space to talk and be heard.

- Direct support of women with complex needs, offering holistic support.
  - Advocacy and referral to Multi-Agency Meetings, including the Tower Hamlets Prostitution Partnership (THPP) and Domestic Violence Multi-Agency Risk Assessment Conference (DV MARAC), along with other support services in Tower Hamlets.
  - Effectively monitoring client work, preparing reports and ensuring funders' targets are met.
  - Being on the rota for the late night/early morning outreach shift to ensure smooth delivery of the service and continuity between the outreach and daytime support service (Max. twice a month).
  - Representing the organisation at specified events and networks locally.
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# Main Responsibilities

## Support Work

- Work in a flexible, woman-centred, trauma informed and strengths-based approach, recognising the woman as an expert of her own experience.
  - Support women to build their confidence and self-esteem around different issues, enabling them to develop strategies to put control, direction, and purpose into their lives within a supported environment.
  - Complete initial assessments with women to ensure that structured support and support- plans are in place and are regularly reviewed, with clear goals and objectives that are client-led and agreed with women.
  - To provide intensive personalised support with a bespoke, holistic, and integrated service to women encompassing a range of risk, health, social and relationship needs.
  - Support women involved in selling sex to overcome the barriers they face in exiting and accessing support e.g., mental health, housing, substance use, homelessness, poverty, domestic abuse, sexual violence, the criminal justice system; with the aim to make positive steps forward with their lives. This may include signposting or referring to external agencies who are better placed to support.
  - Commit to taking a multi-agency approach to women's support. Identify and develop strong working partnerships and links across Tower Hamlets' voluntary and statutory services to improve options for service users.
  - Identify and refer women who would benefit to Women's Exploitation and Safety Panel (WESP) and Domestic Violence MARAC and attend all WESP meetings as a stakeholder.
  - Enable women to access other support services by building good working links and ensure women are getting the right support.
  - Consider the spiritual, religious and cultural needs of women.
  - Use a range of qualitative and quantitative tools to monitor women's journey of progress.
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## Safeguarding and Risk

- Maintain and develop the weekly Drop-in (including addressing all access and policy issues) and as part of a team, provide a minimum of 2 sessions per week. NB. One of these sessions starts at 7am on a Thursday morning.
- Provide support for women accessing the Drop-in, in crisis and on-going basis.
- Undertake risk assessments (including safeguarding), safety planning and harm reduction techniques with women.
- Maintain security of the Drop-in, comply with all policies and procedures for safe working practices for the women, staff, volunteers, and visitors and adhere to safety and emergency procedures.

## Team-working

- Invest in the team and work collaboratively to share the case load.
- Attend and actively contribute to staff meetings, internal case management meetings, briefings / debriefing, and handovers as needed.
- Attend and actively contribute to quarterly team meetings and the annual team day, as well as any other training provided.
- Work safely and considerately within office and external environments .
- Liaise with volunteers to support and increase the impact of the project.

## Data Management

- Responsible for regularly updating all data/client management systems with relevant details from case work.
- Contributing towards data collection and impact recording (via Lamplight and an internal Impact Report) and provide data for reports to trustees and other funders.

## Supervision

- Commit to supervision sessions with your line manager and to external clinical supervision.
- Commit to a good working relationship with the whole Beyond the Streets team supporting the healthiness of the team.
- From time to time the post holder may be required to perform other duties commensurate with their role and abilities, as reasonably required, to facilitate the smooth running of the charity.

# Person Specification

Criteria	Essential/Desirable	Measured by:
<b>1. Education/ Qualifications</b>	<b>Desirable</b> Relevant qualifications such as, social work, nursing, mental health, probation, IDVA/ISVA and/or significant work/life experience	Application form Interview
<b>2. Experience</b>	<b>Essential</b> <ul style="list-style-type: none"> <li>• Experience of working with women involved with selling sex; and/or vulnerable women/adults</li> <li>• Experience of working with safeguarding policies and procedures</li> <li>• Experience of face-to-face work</li> <li>• Experience of maintaining clear boundaries and crisis management</li> <li>• The resilience and ability to work independently with women with complex needs and trauma.</li> </ul> <b>Desirable</b> <ul style="list-style-type: none"> <li>• Experience of case management</li> <li>• Experience of accessing support for individuals experiencing disadvantage in key areas including housing/mental health/physical health and/or benefits</li> <li>• Working in a trauma and gender informed approach</li> <li>• Awareness of Tower Hamlets services</li> <li>• Direct experience of the charity sector</li> </ul>	Application form Interview

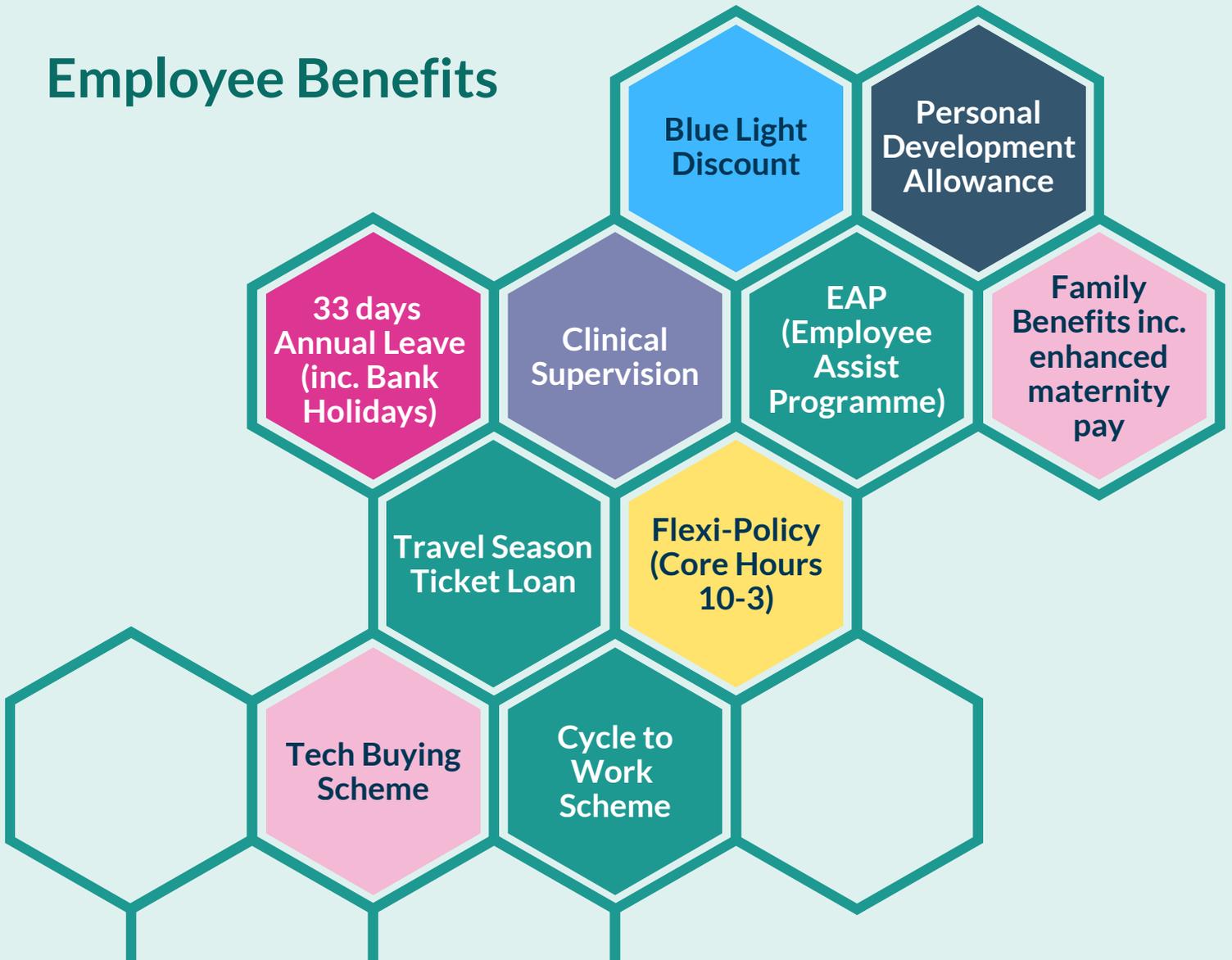
# Person Specification

Criteria	Essential/Desirable	Measured by:
<b>2. Skills /Abilities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Ability to create a safe, secure and non-judgemental space in which to meet women.</li> <li>• Excellent interpersonal skills</li> <li>• Ability to work under own initiative and be a creative and confident problem- solver</li> <li>• Ability to coordinate and prioritise workload.</li> <li>• Excellent communication skills</li> <li>• A level of numeracy, literacy and comprehension that enables you to prepare and maintain case records, communicate in writing with other agencies and analyse written and numerical information.</li> <li>• Ability to work well as part of a wider team.</li> <li>• Ability to build strong relationships and partnerships.</li> <li>• Strong IT skills (Word, PowerPoint, Excel, Database)</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Knowledge of the DWP Welfare Systems, housing process, drug and alcohol treatment recovery and/or mental health services.</li> </ul>	<p>Application form Interview</p>
<b>3. Personal Qualities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Able to positively work within our ethos (see p.2)</li> <li>• Highly developed sense of self-awareness, resilience and ability to work with different points of view.</li> <li>• Committed to the national vision and values of Beyond the Streets as well as the local vision of Door of Hope</li> <li>• Self -motivated and adaptable -flexible to changing environments and holistic ways of working</li> </ul>	<p>Application form Interview</p>

# Contract Information

<b>Position</b>	DOH Women’s Support Worker
<b>Report to</b>	DOH Manager
<b>Location</b>	Office based in our East London office
<b>Contract Type</b>	1 year FTC
<b>Hours</b>	35 hours per week
<b>Salary</b>	£30,600 increasing to £31,407 per annum subject to successful completion of probation (this includes London weighting)
<b>Pension</b>	Our pension provider is Nest. We contribute 5% of your annual salary, and you contribute 3%.

## Employee Benefits



# About you



## Who are we looking for...

- You will have the commitment and creativity to engage women who can often be isolated and have difficulty engaging with other services.
- You will be able to think and work independently yet also be a supportive colleague to the wider team.
- You will have frontline experience of working with vulnerable women/adults. This might be within the context of domestic/sexual abuse, substance misuse, mental health, or housing. Or it may be of direct experience of women in the sex industry. You will thrive on supporting women to become empowered and to make positive change.
- You will possess energy, motivation, and professional resilience.
- You hold a level of confidence in advocating on behalf of women and to other professionals and services, whilst ever mindful of ways to support and encourage the empowerment of women in the process.



# How to Apply

All applicants must complete our standard application form and upload it via our recruitment platform here [apply here](#). Please complete the Application Form giving as much information as you can that is relevant to the job you are applying for.

We also ask every applicant to complete a short Equal Opportunities monitoring form that you can find here [Equal Opportunities Monitoring Form](#).

We follow safe recruitment best practice, this means that we ask that applicants all answer the same set of questions. However, we recognise the value of and celebrate diversity and know that the application form format might not be accessible for everyone, so please present this information to us in a different format if that works better for you.

If you require any other reasonable adjustments at any stage of the process, please don't hesitate to contact us to discuss your needs and let us know how we can best support you.

## When applying:

1. Please make sure that you demonstrate in the application form your ability to meet the requirements of the role as set out in this document giving clear and concise examples.
2. The terms Essential and Desirable refer to the importance we will give to your answers when we read your application.
3. To be successful you must have all the Essential criteria to be able to do the job on day one. Desirable criteria can be achieved after the successful applicant has joined us.

# Key Information



## Equal Opportunities

Beyond the Streets sets a high standard for both its employment practices and its work, and people are recruited based on their merits, skills and abilities. We work towards ensuring that no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, disability, marital status, age, sexuality, political, religious beliefs or trade union activity. We are committed to building a diverse team, so encourage applications from candidates with lived experience of selling sex and/or sexual exploitation and those from diverse backgrounds including Black, Asian or Minority Ethnic candidates.

## Genuine Occupational Requirement (GOR)

Due to nature of this role in working alongside women with lived experience of violence against women, this post is restricted to female applicants only under Section 9 of the Equality Act 2010.

## Safeguarding

We take Safeguarding seriously and invest time, training and thought into the way we interact with women and their children. We are continuously learning as we support women in complex and vulnerable spaces.

## Lived Experience

We actively seek to recruit a diverse workforce which includes women with Lived Experience. This comes in many forms, but in this context, we refer to those who have had experiences of selling sex and/or sexual exploitation. As an organisation there is no expectation on individuals with Lived Experience to publicly draw on this experience in their work for Beyond the Streets, and we follow your lead on how much you want to share your story in multiple spaces, including within our own team.

## Short-listing

If you have not been contacted within a week of the closing date for the job application, please assume your application has been unsuccessful on this occasion and we thank you for taking the time to fill in the application form as well as an interest in working with Beyond the Streets.

Application form link: <https://hr.breathehr.com/v/women-s-support-worker-door-of-hope-45681>

## Key Dates

**Closing Date:** Midnight Monday 6<sup>th</sup> April 2026

**Interview Date:** 17<sup>th</sup> April 2026

All applicants will be contacted by 10th April 2026 to let them know whether they have been shortlisted or not.

If you have any questions, please don't hesitate to contact [recruitment@beyondthestreets.org.uk](mailto:recruitment@beyondthestreets.org.uk)



