

## **Trans, Non-binary, Intersex & Gender Variant Group Lead Facilitator**

### **Job Description and Personal Specification**

<b>Salary</b>	£28,065 pro rata
<b>Hours</b>	4.5 hrs per week working days to be agreed in advance (including evenings)
<b>Responsible to</b>	Groupwork Coordinator
<b>Based</b>	Bristol (with some travel across Avon and Somerset) up to 2 days per week working from home
<b>Pension</b>	Employer pension contribution of 5%
<b>Annual leave</b>	27 days plus bank holidays (pro rata)
<b>Contract</b>	12 month fixed term contract

This post is subject to an enhanced DBS check and open to trans, non-binary, intersex or gender variant individuals only (exempt under the Equality Act 2010 Schedule 9, Part 1).

### **Equal opportunities statement**

SARSAS values diversity and welcomes applicants from all sections of the community; especially from minority groups/groups with a protected characteristic such as People of Colour, who are currently under-represented. We are a Disability Confident Committed Employer. Our current premises are wheelchair accessible.

### **About the role**

We are seeking a TNBI Group Lead Facilitator to join the SARSAS team and deliver peer support groups for trans, non-binary, intersex and gender variant survivors of

sexual violence. You will be responsible for leading the design, development and facilitation of the group, working alongside a co-facilitator from our team and with support from the wider organisation.

The role centers on creating and holding a safe, supportive and empowering space for adult TNBI survivors. You will lead the group sessions with the support of another member of staff, while also working directly with survivors to co-design the structure, format and content of the group so that it meets their needs. The group has been running for the past two years and is already firmly established as a peer-designed and peer-led space, so you will have the opportunity to continue shaping it in collaboration with the community. Groups will run either weekly or fortnightly and are likely to take place in the evenings.

At SARSAS we are committed to supporting you in your role. You will be offered role-specific training and development, clinical supervision with an external supervisor of your choice (approved by SARSAS), and ongoing input from colleagues across the team. You may wish to choose a supervisor with lived experience of being trans, non-binary or intersex, and we will support you with this. Importantly, you will not be working in isolation; TNBI inclusion is a wider organisational priority, and you will be part of a team moving this work forward together.

This peer support group sits within a larger organisational commitment to improving access and inclusion for TNBI survivors. We recognise that many TNBI people have faced discrimination in society, services and the media, and that these experiences can be a barrier to getting the support they deserve. SARSAS is listening to and working closely with TNBI communities to challenge this exclusion and to embed lasting change. This role is an exciting opportunity to be part of that work.

## **About you**

You will identify as trans, non-binary, intersex or gender variant, and you will bring experience of supporting people, ideally those who have lived through trauma. You will have an understanding of the impacts of trauma, and insight into the specific barriers and challenges faced by TNBI survivors when accessing support. You will be motivated by a commitment to inclusion and a passion for supporting others.

Experience of facilitating groups is important, as this role requires you to recognise and work with the power of shared experience in people's healing journeys. You will be able to use groupwork, peer support and psychoeducational approaches to support survivors in building wellbeing, safety, empowerment and confidence, while helping to reduce isolation. Above all, you will bring the personal and professional skills to create a space where survivors feel heard, valued and supported.

## **About SARSAS**

SARSAS exists to relieve the trauma and distress and help rebuild the lives of survivors who live in Somerset, Bristol, South Gloucestershire, North Somerset and BANES, who have experienced any form of sexual violence, at any point in their lives. We campaign and educate to raise awareness and bring an end to sexual violence. Partnership work with a variety of agencies locally and nationally is a priority to enable social change.

Our work is guided by a trauma-informed approach which understands how traumatic experiences can impact on survivors and keeps an awareness of the effects of trauma at the forefront of our approach to support.

This video developed as part of the 2021 [GSK Impact Awards](#) will give you a taster of the work we do.

## **Key Responsibilities:**

### **General responsibilities**

- Commit to ongoing self-care, clinical supervision, reflective practice and line management.
- Attend organisational meetings and communicate effectively within the team.
- Adhere to all SARSAS policies, including safeguarding, confidentiality, and GDPR.
- Uphold SARSAS's Equality and Diversity Policy.
- Attending all training, whether statutory or non-statutory, as required.
- Perform other duties as needed.
- Foster a positive, proactive work environment aligned with SARSAS values.
- Work in a manner that promotes the ethos and values of SARSAS.

- Taking a positive and proactive approach to problem solving to contribute to a positive working environment.
- Undertake any other duties commensurate with the role. Some evening work may be required.

### **Service Delivery**

- Lead on the design, delivery and facilitation of peer support groups for anyone who identifies as TNBI, aged 18 or over, who has experienced sexual violence at any point in their lives.
- Support group members to achieve positive outcomes in areas such as wellbeing, safety, empowerment, confidence and reduced isolation.
- Carry out groupwork assessments for TNBI groups, and wider SARSAS group assessments when requested.
- Ensure that all support provided is responsive to intersectional identities, accessible, ethical, trauma-informed, safe and effective.
- Accurately record client notes and maintain up-to-date client records in line with GDPR and data protection requirements.

### **Monitoring and evaluation**

- Seek and record survivor feedback to inform continuous improvement.
- Work with the SARSAS team to ensure best practice systems are in place for case recording, monitoring and evaluation.
- Collect and input monitoring data into the case management database accurately and in a timely way, supporting effective evaluation and service development.

### **External relations**

- Promote the TNBI peer support group within TNBI communities, grassroots organisations and other relevant services to encourage ongoing referrals and recruitment.
- Represent SARSAS at networking events and meetings when required, helping to raise the profile of the service.
- Contribute to partnership working with Rape Crisis England & Wales, other rape crisis and sexual abuse services, and TNBI networks.

### **Other duties**

- Work within professional boundaries, ensuring the safety and confidentiality of all service users.
- Commit to reflective practice and self-care, engaging in line management, clinical supervision and performance reviews.
- Attend staff meetings, training (including safeguarding and GDPR), and contribute effectively as part of the SARSAS team.
- Adhere to all SARSAS policies and procedures, including safeguarding, confidentiality, equality and diversity, health and safety, and data protection.
- Uphold and embody SARSAS's values, including our intersectional feminist ethos and commitment to survivor-centred, trauma-informed practice.

Carry out any other reasonable duties in line with the role, as requested by your manager. **Person Specification**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications and training</b>	Some training or experience of working in a supportive, sensitive and/or therapeutic way with children or adults with care and/or support needs.	
<b>Experience</b>	<p>Experience of facilitating group work, including holding space, assessing group dynamics, nurturing discussion, handling conflicts and addressing discriminatory views or behaviour.</p> <p>Experience of and commitment to working respectfully and inclusively with individuals from diverse backgrounds, underpinned by a strong understanding of equality and diversity issues (e.g. age, disability, ethnicity, faith, gender identity, gender reassignment, sexual orientation).</p> <p>Lived experience of being trans, non-binary, intersex and/or gender variant, with a good working knowledge of the barriers and challenges TNBI individuals may face.</p>	<p>Experience of peer support, including awareness of its benefits and challenges.</p> <p>Experience of participating in clinical supervision.</p>

	<p>Experience or understanding of the barriers faced by survivors of sexual violence and the impact it may have on them.</p> <p>Experience in understanding or working with the impact of trauma.</p> <p>Experience of building positive and empathic relationships with clients or service users.</p>	
<b>Knowledge and skills</b>	<p>Understanding of safeguarding principles and procedures for both adults and children.</p> <p>Knowledge of confidentiality and data protection policy and procedure.</p>	<p>Knowledge of key signposting and referral agencies.</p> <p>Knowledge of workplace health and safety, including assessing risk.</p>
<b>Personal effectiveness</b>	<p>Understanding and commitment to SARSAS's intersectional feminist ethos.</p> <p>Enthusiasm and passion for the nature of this work, with a commitment to continuing professional development.</p>	

	Awareness of the possible impact of working with trauma on oneself, and commitment to maintaining personal wellbeing.	
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