

Groupwork Facilitator

Job Description and Personal Specification

Salary	£28,065 per annum
Hours	22.5 hours per week (Preferred working days would ideally be Tuesday, Wednesday, and Thursday although there is potential for some flexibility)
Responsible to	Groupwork Coordinator
Based	Bristol (with travel across Avon and Somerset) Up to 30% of hours per week working from home.
Pension	Employer pension contribution of 5%
Annual leave	27 days plus bank holidays (pro rata)
Contract	Employed, part time and permanent

As this role will be predominantly supporting women only groups, and the evidence says that women survivors struggle to be supported by men, and as it is a requirement of SARSAS to offer women only spaces as part of its membership of Rape Crisis England & Wales, applications are restricted to women only (not including those who identify as a woman under gender reassignment or otherwise).

Applicants will undergo an enhanced criminal record check before employment starts.

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 strive to be Disability Confident Committed Employer.

About the role

As part of our commitment to expanding and diversifying our support work services, we are excited to offer a rewarding opportunity to join our thriving and dynamic SARSAS team as a Groupwork Facilitator. We are looking for a passionate and organised individual who will support the delivery of our groupwork programme across a wide geographical area to support people who have experienced rape or sexual violence at any point in their lives.

An integral and exciting part of this new role will be engagement with local communities and stakeholders to establish and strengthen relationships that will facilitate the expansion of our support and enable the development of our new peer support model and community drop in and reach out service.

You will work alongside the Groupwork Coordinator to plan and design our new peer support groups and community drop-in and reach-out spaces. You will be responsible for facilitating these groups and spaces with co-facilitation from a SARSAS team member or a Peer Support Volunteer.

About you

You will have experience of working with people who have experienced trauma. You will be passionate about working with survivors of sexual violence, have a working knowledge of the impacts of trauma and an understanding of the barriers clients may face in accessing support.

You will have experience of facilitating groups, you will 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.

An exciting element of this new role will be engagement with local communities and stakeholders to develop and strengthen relationships particularly in areas and communities that may be currently underrepresented in support.

You will be willing to travel regularly across a wide geographical area to meet the needs of the local communities and service delivery.

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:

Service delivery

- Work with the Groupwork Facilitator to design, deliver and facilitate group work and peer support to survivors who have experienced sexual violence at any point in their lives.
- Design, deliver and facilitate community drop in and reach out spaces to provide wellbeing advice and support to people on our waiting lists and those who may be seeking support for the first time.
- Support group members to achieve positive outcomes in areas such as wellbeing, safety, empowerment, confidence and reduced isolation.

- Support in the recruitment to groups through preparing information about groups, contacting clients and carrying out groupwork assessments for groups, and wider SARSAS group assessments when requested.
- Develop, prepare and update course content and materials.
- Support in the delivery of our online 'getting started' groups as required.
- Ensure that all support provided is responsive to intersectional identities, accessible, ethical, trauma-informed, safe and effective.
- Accurately and timeously input client notes and maintain client records in accordance with data protection/GDPR policy.
- Provide support to co-facilitators and to peer support volunteers

Service development

- Develop and strengthen our community links and in doing so widen our reach for group work participants, particularly in those areas that may be currently underrepresented in support. This may include attending community meetings, attending groups or establishing SARSAS community reach out spaces.
- Develop and maintain evidence-based resources supported by SARSAS for use by SARSAS volunteers, staff and key partner agencies as appropriate.
- Liaise with partner organisations, to include delivering informal presentations relevant to this work.
- Maintain up to date knowledge of relevant legislation, relevant evidence bases and good practice guidelines and share this with the team at SARSAS.

- Proactively maintain professional knowledge and best practice (including staying informed of updates and developments and attending regular team meetings)
- Ensure compliance and responsiveness to child and adult safeguarding policies and procedures within the organisation and local authorities

Monitoring and evaluation

- Actively seek feedback from survivors and record outcomes appropriately.
- Work within the SARSAS team to ensure best practice systems are in place and that all service activity is recorded, monitoring is collected, inputted appropriately & timely into a case management database and effectively evaluated to improve service provision.
- Regularly produce case studies and data for reporting and training purposes

External relations

- Promote a positive view of the service when interacting with colleagues and external partners and stakeholders
- Work in partnership with Rape Crisis England & Wales, and other rape crisis and sexual abuse support centres.

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.

Person Specification

	Essential	Desirable
Qualifications and training and experience	Experience of facilitating group work, including holding space, assessing group dynamics, nurturing discussion, handling conflicts and addressing discriminatory views or behaviour. A recognised qualification or significant training and experience of working in a supportive and/or therapeutic way with people who have multiple support needs. Experience of working with people who have experienced sexual violence at some time in their lives. Experience of building positive and empathic relationships with clients. Relevant experience of making comprehensive assessments and understanding referral pathways.	Experience or knowledge of peer support, including awareness of its benefits and challenges. Experience of designing group or course content and producing resources to meet the needs of group participants. Experience of delivering presentations or training. Experience of supporting people in volunteers roles

	Experience of multi-disciplinary working, working alongside statutory services such as mental health teams, polices and social services. Experience of and commitment to working with diversity. Experience of advocating on behalf of clients.	
Knowledge and skills	Comprehensive understanding of the impact of rape and sexual abuse including causes and consequences. Safeguarding principles & procedures for adults & children. Knowledge of confidentiality and data protection policy and procedure. A sensitive, empathic and mature approach to working within a specialist service. Skills in working with the impact of trauma in a group setting and managing the needs of all members of the group. The ability to think creatively about how to provide group content, resources and support to meet the needs of all those attending the group Clear and effective verbal and written communication skills. Willingness and ability to travel throughout the area.	Knowledge of key signposting and referral agencies. Knowledge of relevant legislation.

	Ability to keep up-to-date records and to monitor and evaluate client data. Ability to plan and organise time to ensure that groups can run as planned	
Personal effectiveness	Excellent I.T. skills. Creative and flexible and able to work with others in a team. Understanding and commitment to SARSAS's feminist ethos. Commitment to Continuing Professional Development. Enthusiasm and passion for the nature of this work and a commitment to continuing Professional Development. Awareness of the possible impact on oneself of working with trauma and commitment to looking after own personal wellbeing. Comprehensive understanding of and commitment to equality and diversity issues with regards to age, disability, ethnicity, faith or belief, gender identity, and sexual	

	orientation.	
--	--------------	--