Specialist Support Woker for autistic people and people with learning disabilities

Job Description and Personal Specification

Salary	£28,626.30 pro rota
Hours	22.5 hours per week
Responsible to	Specialist Support Coordinator
Based	Taunton with travel required throughout Somerset. One day per week working from home.
Pension	Employer pension contribution of 5%
Annual leave	27 days plus bank holidays (pro rata)
Contract	Permanent

This post is subject to an enhanced DBS check

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 Specialist Support Worker and work with people who are autistic and/or have learning disabilities that have experienced rape or sexual violence. Our specialist support service provides one-to-one and group work support. As a Specialist Support Worker you will hold a case load of clients providing emotional, practical and advocacy

support for autistic survivors and survivors with learning disabilities Support may include issues around housing, debt, relationships, managing trauma responses and daily coping tools and techniques. You will also carry out assessments for support and facilitate workshops and group work.

About you

You will have experience of working with people who have experienced trauma. You will have an understanding of the complexities of working with clients with multiple support needs and the knowledge and skills needed to build positive and empathic relationships with autistic clients and clients with learning disabilities.

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 autistic clients and clients with learning disabilities may face in accessing support.

You will have the personal skills to support and empower clients through liaison, advocacy and psychoeducational tools, enabling clients to achieve positive outcomes in areas such as health and wellbeing, safety, interpersonal relationships, confidence, employment and community integration. You will have a knowledge of partner agencies and external pathways to support.

You will be skilled in carrying out needs and risk assessments to ensure SARSAS clients are offered the most appropriate pathways of support. In addition to one-to-one support, you will be excited to be involved in facilitating group work and peer support for survivors of sexual violence.

You will be willing to travel regularly across Somerset working independently out of SARSAS hub spaces or community settings.

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.

Key Responsibilities:

Service delivery

- Work within the SARSAS team to deliver one-to-one Specialist Support Work (SSW) for autistic people and/or people with learning disabilities who have experienced rape or sexual violence at any point in their lives.
- Support survivors to achieve positive outcomes on health and wellbeing, safety, interpersonal relationships, empowerment and confidence, employment, training and education, community integration and involvement.
- Accurately and timeously input client notes and maintain client records in accordance with data protection/GDPR policy.
- Work with the Specialist Support Work team to ensure support is responsive to intersectionality, accessible, ethical, safe and effective for all service users with multiple support needs.
- Undertake assessments for people wanting to access SARSAS services.
- Provide consent and healthy relationships support either as part of a workshop or one to one setting.
- Deliver flexible community support services to survivors with multiple support needs remotely, at SARSAS hubs or an alternative suitable setting.
- Facilitate group work and/or peer support for survivors of sexual abuse and rape who are autistic or have learning disabilities.
- Provide day-to-day line management support to volunteers, placement students and apprentices as and when required.

Service development

- Develop and maintain creative and accessible resources and information for use by autistic clients and clients with learning disabilities, their support teams and key partner agencies as appropriate.
- Liaise with partner organisations, to include delivering informal presentations or short training sessions 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.
- Support in facilitating the learning disabilities and autism lived experience advisory group ensuring services are informed and shaped by survivors.
- Work within the SARSAS team to ensure best practice systems are in place and that all service activity is recorded, monitoring is collected, and information is 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	A recognised qualification or significant training and experience of working in a supportive and/or therapeutic way with people who have experienced trauma with multiple support needs.	
Experience	Experience of building positive and empathic relationships with autistic people and/or clients with learning disabilities who can verbally communicate. Experience of making referrals and advocating on behalf of clients. Relevant experience of making comprehensive assessments and understanding referral pathways.	Experience of resource development including tools for use by others. Experience of facilitating groupwork, developing and delivering presentations and/or workshops. Experience of working with people who have experienced sexual violence at some time in their lives. Experience of multi-disciplinary working, working alongside statutory services such as mental health teams, police and social services

Knowledge and skills	A comprehensive understanding of the impact of rape and sexual abuse and the impact of trauma. Knowledge of safeguarding principles & procedures for both adults and children. Knowledge of confidentiality and data protection policy and procedure. Clear and effective verbal and written communication. Willingness and ability to travel throughout Somerset. Ability to manage lone working and maintain communication within a team. Ability to manage a flexible complex caseload, demonstrating good organisational and planning skills. Ability to keep up-to-date records and to monitor and evaluate client data.	Valid UK driving license and access to vehicle.
Personal effectiveness	Excellent IT skills. Understanding and commitment to SARSAS's feminist ethos. A commitment to service user involvement and community 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 ages, disability, ethnicity, faith or belief, gender identity and sexual orientation.	