Specialist Support Worker

Job Description and Personal Specification

Salary	£28,626.30 per annum
Hours	37 hours per week
Responsible to	Support Service Coordinator
Based	Taunton (with travel required throughout Somerset) up to 2 days per week working from home.
Pension	Employer pension contribution of 5%
Annual leave	27 days plus bank holidays (pro rata)
Contract	Employed, full time and 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 to work with people who have experienced rape or sexual violence and who may have multiple support needs.

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 survivors with multiple support needs and/or external

complicating factors. Support may include issues around housing, debt, employment, mental health support needs, managing trauma responses and daily coping tools and techniques. You will also carry out initial assessments for support and facilitate some group work.

This role supports people across Somerset. Your primary base will be in Taunton, you will also work one day a week in Bridgewater and/or another Somerset location depending on service need. You will work a minimum of two days a week from home if able. You will also be expected to travel to Bristol one day a month, if able, for team meetings and activities. Travel expenses outside of travel to your primary base (Taunton) will be covered.

About you

You will have experience of working with people who have experienced trauma and understand the complexities of working with clients with multiple support needs. 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 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 have the skills to be involved in facilitating group work for survivors of sexual abuse.

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) to people of all genders who have experienced sexual abuse 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 SSW 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.
- Deliver flexible community support services to victim-survivors with multiple support needs remotely, at SARSAS offices or an alternative suitable setting.
- Facilitate in person and online group work and/or peer support for survivors of sexual abuse and rape.
- Provide day-to-day line management support to volunteers, placement students and apprentices as and when required.

Service development

- 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
- Contribute to the development and delivery of sexual violence group work.
- 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 occasional 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 multiple support needs.	
Experience	Experience of working in a supportive and empathic way to support people with multiple support needs. Relevant experience of making comprehensive assessments and understanding referral pathways. Experience of making referrals and advocating on behalf of clients.	Experience of working with people who have experienced sexual violence at some time in their lives. Experience of facilitating group work and/or peer support. 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. Understanding of safeguarding principles & procedures for adults & children. Knowledge of confidentiality and data protection policy and procedure. Clear and effective verbal and written communication skills. Willingness and ability to travel throughout Somerset. Ability to manage lone working and maintaining communication within a team. Ability to manage a flexible complex caseload demonstrating good organisational & 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 I.T. skills. Understanding and commitment to SARSAS's feminist ethos. Commitment to Continuing Professional Development. Commitment to looking after personal wellbeing and knowledge of vicarious trauma. Comprehensive understanding of and commitment to equality and diversity issues with regards to age, disability, ethnicity, faith or belief, gender identity, and sexual orientation.	