



LGBT+ Sexual Violence Support Worker (London)

Job Description

About Galop

Galop is the UK's LGBT+ anti-abuse charity. Founded in 1982, we have been championing the needs and protecting the safety of the LGBT+ community for nearly 40 years.

Galop works directly with thousands of LGBT+ people who have experienced abuse and violence every year. We specialise in supporting victims and survivors of domestic abuse, sexual violence, hate crime, and other forms of abuse including honour-based abuse, forced marriage, and so-called conversion therapies. We are a service run by LGBT+ people, for LGBT+ people, and the needs of our community are at the centre of what we do.

We run national support helplines: for LGBT+ victims and survivors of sexual violence domestic abuse, survivors of so-called "conversion therapy", and LGBT+ people who have experienced hate crime. We provide advocacy services, both in London and nationally, for LGBT+ victims who need longer-term support. We are person-centred, empowerment-based, and trauma-informed – meaning our focus is always on helping our clients decide what is best for them, and then supporting them through their journey.

We use what we learn through working on the frontlines with clients to work for national and local policy change to improve outcomes for LGBT+ victims and survivors of abuse and violence. We build evidence through key pieces of research to highlight the lived experiences of LGBT+ survivors. We push for legislative change, improved statutory guidance for

victims, and better understanding of the needs of LGBT+ people around the country.

About the role

This is an entry level role supporting and empowering LGBT+ survivors of sexual violence to overcome the impacts of abuse and violence. You will be empathetic, passionate about supporting people and have a good understanding of LGBT+ communities. The role comes with training and support to gain the knowledge, skills and confidence to effectively provide trauma-informed support to survivors. There are also opportunities for development and progression within Galop.

This role will involve supporting and empowering LGBT+ survivors of sexual violence to overcome the impacts of abuse and violence. It will focus on working with LGBT+ survivors in need of emotional and practical support.

You'll need to have good resilience and self-care, and be prepared to work in an environment where abuse and violence are regularly talked about. You will be committed to empowering and supporting LGBT+ survivors of sexual violence, ensuring that they get the right support for them.

This role builds on work that we have been doing for decades to support and empower LGBT+ people who have experienced sexual violence. Your work will enable LGBT+ people to feel supported, heard and empowered in the face of abuse and violence, and pave the way to a safer future for our community.

You will work directly with LGBT+ victims/survivors, offering them a space to talk and think through options, helping them plan what they want to do, and offering assistance in getting what they need from services. Your work will focus on needs specifically related experiences of sexual violence, including issues such as wellbeing, safety and access to other services to enable survivors to cope and recover. You will be empathetic and thoughtful in your approach to understanding your clients' needs, while remaining boundaried and mindful of self-care.

You will sit within our Advocacy & Support Team, supporting LGBT+ people facing abuse or violence. You will work to support the recovery of

LGBT+ survivors, in order to make change for our community at a local and national level. You will also have the opportunity to take part in external work to ensure a joined-up approach among services working with LGBT+ people facing abuse and violence.

This is a pivotal moment in Galop's journey. We have grown quickly over the last six years and you will be part of the future of our work. You'll help us reach, support and assist more of our community nationally. You'll be helping to amplify the voices of LGBT+ survivors of abuse, and ensure that they are at the centre of Galop's service.

Providing support to LGBT+ victims/ survivors, which will include:

- Supporting a caseload of LGBT+ people who have faced sexual violence.
- Ensuring your approach to contact with clients is trauma-informed, empowerment-based and person-centered.
- Undertaking needs assessments and developing personalised support plans with survivors.
- Providing information, advice and support to enable clients to make informed choices and meet their individual needs.
- Assisting/supporting clients in navigating external services, ensuring they are aware of their rights and options.
- Maintaining professional boundaries at all times and ensuring that clients understand the remit of the service.

Partnership working

- Providing appropriate referrals/signposting to other agencies including, housing, welfare, counselling and other support services.
- Maintaining positive working relationships with key agencies and Galop partners, including attending internal/external meetings.
- Working with agencies to safeguard victims and survivors, keeping them informed of relevant changes to a client's situation

Monitoring and evaluation

- Ensuring all client records are maintained and treated in confidence, according to Galop policies and GDPR legislation
- Keeping accurate records of work undertaken with clients in line with Galop's policies and funder agreements
- Assist collecting monitoring data and client feedback for reports

General

- Understanding of and commitment to inclusive working with LGBT+ clients from diverse backgrounds
- Acting in accordance with Galop policies, procedures and ethos
- Being an active member of the Galop team, attending regular staff team meetings, attending clinical supervision and training
- Participating and contributing to Galop service planning & strategic development

About you

You will be enthusiastic about delivering needs-led specialist support to LGBT+ people. You will need to be solutions-focussed and enjoy working collaboratively across a diverse and committed team. You'll need to have good resilience and self-care, and be prepared to work in an environment where abuse and violence are regularly talked about. You'll need to understand the impact of trauma and how that affects our team.

The below list is a guide for the kind of skills and experience we'd like you to have – but you don't have to have it all to be considered. We recognise that your experience may be from unpaid roles as well as formal employment. We want to know why you're the right person for this role, not whether you've been given the right opportunities.

There is an essential requirement under the Sexual Orientation Regulations 2003 that the post holder has experience of LGBT+ needs and the impact of discrimination. Candidates should demonstrate a thorough

understanding of LGBT+ people's lives, including awareness of the issues that LGBT+ survivors might face.

Experience and knowledge	Essential (E) or Desirable (D)
Experience of delivering support services	D
Understanding of the needs of LGBT+ people	E
Understanding of the needs of survivors of sexual violence	E
Understanding of safeguarding best practice	E
Understanding of discrimination and intersectionality	E
Skills	
Ability to work collaboratively across the team	E
Ability to create and deliver support plans	E
Ability to problem solve and think creatively in meeting clients' needs	E
Ability to be person-centred in supporting people	E
Ability to empower clients to gain control over their lives	E

At Galop, we believe that life should be safe, just and fair for all LGBT+ people, and that includes our staff in the workplace. We believe in equity and understand the importance of inclusion for staff with a wide range of lived experience. No matter your age, race, faith, orientation, gender identity, disability, or class, we want you to feel welcome here. To that end Galop has a multi-year Equity, Diversity, and Inclusion plan in place, currently focusing on equity and inclusion for Trans and BAMER members of staff. We are committed to listening and learning, and to constant improvement. We believe it is our job to make sure that all our staff, particularly those from minoritised backgrounds, feel welcome, safe, and able to thrive at Galop.

Location

Galop's offices are located in London. This role will have the option of hybrid working.

Hours

Full Time (35 hours per week)

Contract

12 months (extension possible subject to extended funding)

Reports to:

Advocacy & Support Manager/Senior Advocate

Salary

This role is grade G on Galop's pay bands (£22,792 to £26,181) per year, plus an additional £3,892.37 per year for London weighting paid to staff who work in our London Office.

Closing Date

Applications should be submitted by **10:00am on Friday 31st March 2023.**

Interviews will be held on **Monday 10th April 2023.**

Questions?

If you have any questions or would like to discuss the role further prior to application, please contact our Head of Advocacy at nick@galop.org.uk

Please send completed applications and equal opportunities form by email only to recruitment@galop.org.uk