Housing Advocate

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 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 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, like our report into LGBT+ experiences of sexual violence. 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 role builds on work that we have been doing for decades to support and empower LGBT+ people across the UK who have experienced abuse and 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+ survivors of gender-based violence in housing need, 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 abuse and violence, including providing assistance to flee to safe housing. You will be empathetic and thoughtful in your approach to understanding clients' needs, while remaining boundaried and mindful of self-care.

You will sit alongside our other advocates supporting LGBT+ people facing abuse or violence. You will work with mainstream services to ensure the voices and experiences of LGBT+ survivors are represented in order to make change for our community at a local and national level. You will also work closely with key partner organisations by attending meetings and 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 housing advice, advocacy and support to LGBT+ victims/ survivors, which will include:

- Supporting, advising and advocating for a caseload of LGBT+ people in housing need who have faced gender-based violence.

- Providing housing information, advice and advocacy to enable clients to make informed choices and meet their individual needs.

- Ensuring your approach to contact with clients is trauma-informed, empowerment-based and person-centered.

- Providing information, advice and support to enable clients to make informed choices and meet their individual needs.

- Assisting victims/survivors in dealing with the diverse impacts of harm and abuse (safety, emotional, social, financial, or practical).

- 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 have technical knowledge and expertise in delivering needs-led housing advice and advocacy. You will have expertise in delivering needs-led specialist support services. 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)**
Understanding of the housing needs of LGBT+ survivors	E
Understanding of housing law as it relates to survivors of abuse and violence	
Experience of delivering housing advocacy work	E
Understanding of the scale, nature and causes of gender-based violence and/or abuse and violence experienced by LGBT+ people	E
Understanding of adult and child safeguarding best practice in a support environment	E

Strong understanding of discrimination and intersectionality	E
Skills	
Ability to work collaboratively across the team	E
Ability to problem solve and think creatively to achieve results for clients	E
Ability to maintain a busy caseload and prioritise your workload	E
Ability to empower clients with the knowledge and assistance 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. Hybrid working is available.

Hours

Full Time (35 hours per week)

Contract

Until 31/03/2024

Reports to:

Advocacy & Support Manager/Senior Advocate

Salary

This role is grade F on Galop's pay bands (£26,437.19 to £30,950.44) per year, plus an additional £4,009.14 per year for London weighting paid to staff who work in our London Office.

Closing Date

Applications should be submitted by **10am on Tuesday 30th May 2023.**

Interviews will be held on **Friday 9th June 2023.**

Questions?

If you have any questions or would like to discuss the role further prior to application, please contact sarah@galop.org.uk

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