



Senior Independent Domestic Abuse Advocate

Job Description

About Galop

Galop is the UK's LGBT+ anti-abuse charity. Founded in 1982, and have been championing the needs and 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 a national support helpline for LGBT+ victims and survivors of: domestic abuse; hate crime; rape and sexual abuse; and so-called "conversion therapy". 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 upcoming 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 Senior Independent Domestic Abuse Advocate role

This is a role within Galop's specialist advocacy services, providing support to LGBT+ victims and survivors of abuse and violence in the UK. You will work within the advocacy team to deliver advice, support, and advocacy to thousands of LGBT+ victims and survivors of interpersonal abuse and violence each year.

As a Senior Advocate, you will provide high quality advocacy and support to LGBT+ people who are subjected to domestic abuse, focusing on their needs, safety and recovery. This role builds on work that we have been doing for decades to support and empower LGBT+ people who have been victims of violence and abuse. 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 to domestic abuse, including issues such as wellbeing, support with the criminal and civil justice process, 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 manage a small number of specialist advocates providing needs-led support, information and advocacy to LGBT+ survivors of domestic abuse. You will also act as a specialist lead for domestic abuse within the advocacy team, providing support, advice and leadership to advocates on your specialism to ensure that survivors get support that meets their needs. You will work with colleagues to ensure that survivors are supported in a trauma-sensitive way and that the specific needs of domestic abuse survivors are supported across the team. This could include engagement with MARAC processes, IDVA best practice and understanding the domestic abuse support landscape and legislation.

You will have an in depth understanding of the spectrum of violence and abuse that LGBT+ people are subjected to, including the causes, impact and barriers to accessing services. You will use your expertise to represent Galop with key stakeholders, advocating for the needs of the community.

This is a pivotal moment in Galop's journey. We have grown quickly over the last five years and you will help shape the future of our services, to protect and support even more of our community.

Providing advice, advocacy and support to LGBT+ victims/ survivors will include:

- Supporting, advising and advocating for a caseload of LGBT+ people who have been subjected to domestic abuse
- 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)
- Assisting/supporting clients in navigating the criminal/civil justice systems, 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

Leadership and management

- Acting as specialist lead within the advocacy team on domestic abuse, including providing support, advice and expertise to your colleagues
- Line management of a small team of specialist advocates
- Ensuring that those you line manage operate in line with current guidance and best practice, ensuring any updates and changes are communicated with relevant staff
- Ensuring consistent case supervision, clinical supervision and oversight of those you line manage

Partnership working

- Providing appropriate referrals/sign-posting 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 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) |
|--|--------------------------------|
| Experience of delivering support services to survivors of domestic abuse | E |

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|---|---|
| In depth understanding of the scale, nature and causes of gender-based violence and/or abuse and violence experienced by LGBT+ people | E |
| In depth knowledge of LGBT+ experiences, with a clear understanding of the needs of LGBT+ victims and survivors of abuse and violence | E |
| Understanding of safeguarding best practice in a support environment, including both children and adults-at-risk | E |
| Experience of delivering to targets | E |
| Strong understanding of discrimination and intersectionality | E |
| Experience of line management | D |
| Skills | |
| Ability to work collaboratively and foster a supportive team | E |
| Ability to problem solve and think creatively | E |
| Ability to maintain a busy caseload, work under pressure, and prioritise your workload | E |
| Ability to provide a person-centred support to empower clients subjected to violence & abuse | E |
| Ability to empower clients with the knowledge and assistance to gain control over their lives | E |
| Ability to maintain positive working relationships | E |
| IDVA qualification | D |
| Strong understanding of how to manage and lead others | D |

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

Permanent

Line manages

Advocates and caseworkers

Reports to

Head of Advocacy and Support

Salary

Grade E £35,936.49 - £37,846.07 (including inner London weighting of £4009.14)

Closing Date

Applications should be submitted **by 10am on Tuesday 2nd of October 2023**

Interviews will be held on **Tuesday 10th October 2023**

Questions?

If you have any questions or would like to discuss the role further prior to application, please contact our Director of Services, Ruth Mason via ruth@galop.org.uk

Applications

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