

We are recruiting Support Worker



Women's Aid
FOYLE

Foyle Women's Aid



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Foyle Womens Aid is a charity based in Derry ~ Londonderry, Northern Ireland. We exist to eliminate domestic abuse and sexual violence, through raising awareness, preventive educational advice & support. Our domestic abuse & sexual violence services cover Derry~Londonderry, Strabane, Limavady & Dungiven

About Us



Our Vision



We will create a centre of excellence that leads in partnership working to develop and sustain non-violent healthy communities in the North West.



Our Purpose



We exist to eliminate violent behaviour by supporting all victims of abuse through support, prevention, protection and justice.



Our Values



Respect

We treat others with equality and fairness

Understanding

We strive to understand the needs, fears and wishes of others

Shared Learning

We are committed to exchanging knowledge, experiences and ideas

Trust

We will build open and honest relationships and act with integrity and confidentiality

Non-Judgemental

We respect the right to hold opinions and the choices of others even though they might be different from our own

Challenge

We advocate and question to empower all to make changes and reach their goals



Our Core Aims

- To provide temporary accommodation to women and their children suffering mental, physical or sexual or financial abuse within the home.
- To encourage women to take control of their own future, whether this involves returning home or beginning an independent life.
- To recognise and care for the emotional needs of the children and young people involved.
- To offer support and advice to any woman who requests it, whether or not she is living in temporary accommodation and to offer supportive aftercare to women moving on.
- To educate and inform the public, the media, the courts, social services and other agencies, always mindful of the fact that the abuse of women is a direct result of the general position of women in society.

Job Summary

POSITION	Support Worker
LOCATION	Foyle Women's Aid: Foyle Trust Area, Strabane & Limavady Council Area
SALARY	Starting From £25,979 p/a
HOURS OF WORK	<p>35 hours per week.</p> <p>Evening and weekend work will be required on a weekly basis to ensure the continued running of the service. Time-off-in-lieu (TOIL) is available for additional hours worked when approved in advance.</p> <p>Travel: working and travel to more than one site will be required to fulfil the demands of the post. Travel expenses will be compensated.</p>



JOB PURPOSE

To provide a coordinated response for women and children experiencing domestic and sexual abuse; identifying and responding to their safety; and ensuring access to a range of services to support their needs.

Benefits

↘ What we can offer

Pension

Employer Pension Contribution 8%

Health Insurance

Enrolment in FWA Private Medical Insurance Policy

Wellbeing Program

Inspire Employee Assistance Program

Holidays

25 Days Holiday paid plus bank holidays.
Additional holidays for length of service

Team

Working with a team of people who are specialised in supporting victims of DASV

Training

Ongoing training and access to Continuing Professional Development.

Parking



KEY RESPONSIBILITIES

Main Responsibilities:

- Identify and respond to women's needs, including immediate risk, interventions and safety planning.
- Deliver individual support plan interventions to assess and respond to the safety needs of women to ensure that women are provided with a high-quality service in line with Supporting People requirements.
- To assist and encourage women to identify their needs and identify appropriate strategies to meet these.
- Assist women to identify their rights, represent their own needs and advocate, where requested, on their behalf.
- To promote and support the use and knowledge of statutory community services for women who have suffered from domestic and sexual abuse.
- Liaise and link into the Foyle Women's Aid referral system, and ensure that ongoing support, information and advocacy are available to victims.
- Conduct a risk and safety plan and agree individual support plans, including MARAC assessments.
- Ensure that victims are aware of their rights and range of options available to them.
- Provide written reports as and when required and contribute to the effective implementation and working of the MARAC.
- Observe information-sharing and operational protocols regarding domestic violence and ensure best practice when assessing and monitoring risk.
- Liaise and refer as appropriate with all Foyle Women's Aid services.
- Attend supervision, staff meetings and training as required.
- Respect the confidentiality/data protection of all personal information received as a result of the post holder's duties.

Confidentiality

- Adhere to the FWA Confidentiality Policy and Procedures and the Data Protection Policy and Procedures, with a client-centred approach at all times.

KEY RESPONSIBILITIES CONTINUED

Public Relations

- Ensure that your conduct contributes to maintaining good public relations between FWA and other agencies/stakeholders.

Supervision & Training

- Be aware of your own training needs and attend relevant training courses in consultation with your Line Manager.
- Prepare for and positively contribute to your Performance Development Reviews (PDRs) and attend regular supervision sessions as required.

Health & Safety

- To ensure that Health and Safety regulations are adhered to, as stipulated in Foyle Women's Aid's Health and Safety Policy. Ensure that a healthy and safe environment exists for all staff and volunteers.

On-Call & Care Support

- To contribute to the provision of 24-hour cover within FWA's accommodation, ensure that out-of-hours emergencies/crises are dealt with in accordance with the On-Call Procedures, and take part in an on-call rota.
- To ensure a high standard of care and support for women and children living in the residential accommodation is maintained. To ensure that the residential accommodation provides a positive environment for all those living there.
- To ensure that women living in residential accommodation are involved in the decision-making and day-to-day running of the accommodation.

KEY RESPONSIBILITIES CONTINUED

Finance/Fundraising

- To assist with ensuring that the outreach services operate within the agreed revenue and capital budgets.

Any Other Tasks

- Adhere to FWA policies and procedures at all times.
- Provide verbal and written reports as requested.
- Prepare for and regularly attend team meetings and other local meetings as required.

The job description is intended to indicate the broad range of responsibilities and requirements of the post and is neither exhaustive nor prescriptive. The post-holder is therefore expected to undertake any other duties as may be reasonably required.

Self-help is important in the philosophy of Women's Aid. All staff will work towards promoting the principles of self-help by creating an environment which encourages women to support each other and allows learning through sharing experiences.

Criteria

01 Education & Qualifications

ESSENTIAL

Possess a degree in Social Work or a related relevant discipline. Candidates who are studying for a social work degree or related degree will also be eligible for interview.

02 Experience

ESSENTIAL

Have at least 1 year's relevant practical experience in a Support Worker role, working with vulnerable families with complex needs or homelessness and managing case work

DESIRABLE

Possess at least 2 years' relevant practical experience in a Support Worker role, working with vulnerable families with complex needs or homelessness and managing case work

Demonstrate experience of working in an interagency setting and as part of a team, with a working knowledge of statutory and voluntary services available to women and children, and the skills required to provide a service

03 Knowledge and Skills

ESSENTIAL

Demonstrate an understanding of the impact of domestic and sexual abuse on women and families, and the appropriate interventions

Competence in use of Microsoft Office and report-writing

04 Personal Attributes

ESSENTIAL

Demonstrate excellent communication skills, both verbal and written

05 Other Requirements

ESSENTIAL

Possess a full driving licence and use of a car for business purposes

You will be subject to an Enhanced Access NI Check

You will be required to work unsocial hours, including evening and weekend work





How to Apply ?



Application Form Only
CVs will not be accepted

For APPLICATION FORM please visit our website:
www.foylewomensaid.org/recruitment/

or email:

jarmila.slugocka@foylewomensaid.org

Deadline for applications:

Monday 9th September 2024 at 12 noon.