

For a brighter future,
free from abuse



Candidate Information Brochure

Safe Steps Registered Charity 1177687

Welcome

Thank you for your interest in joining Safe Steps. We are a values-led organisation committed to supporting people affected by domestic abuse and helping individuals and families to build safer, more secure and independent futures. The work we do is challenging, but it is incredibly rewarding and every member of our team plays an important part in making a difference.

We believe the people are at the heart of everything we do. We are committed to creating a safe, inclusive and supportive environment where our staff feel valued, respected and able to develop.

Joining our team means becoming part of a dedicated group of people who share a commitment to equality, safety, dignity and positive change. We are looking for candidates who bring not only the skills and experience required for their role, but also empathy, integrity, resilience and a genuine commitment to our values.

We hope that this job pack gives you a clear understanding of the role, our organisation and what it means to be part of our team.

Thank you again for considering a career with Safe Steps.

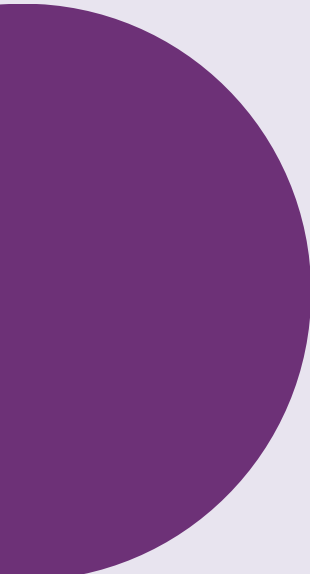
Sarah Conlon, CEO



I think there are many very experienced staff at Safe Steps, there is a strong sense of working in the interests of our clients and I think this has earned us a good reputation in Southend.

Staff survey

About Safe Steps



Safe Steps' current position is in part due to the vision of local survivors of domestic abuse who set up Southend's first women's refuge, later becoming Southend Women's Aid in 1976. We would like to thank SOS Domestic Abuse Projects (formerly Southend Women's Aid) for their innovation and guidance which has helped to establish Safe Steps. We are a specialist provider, delivering services in Southend, Castle Point and Rochford.

We offer a range of community and accommodation-based services to support women, men, young people and children to feel safer and rebuild their lives after the devastating impact of domestic abuse. Operating in Southend, Castle

Point and Rochford, we take the dedication and pioneering work of the Southend Women's Aid and SOS Domestic Abuse Projects over the last 50 years into the next 50.

VISION

For a brighter future, free from abuse.

we aim to increase awareness of domestic abuse and advocate for change.

MISSION

Working with and for survivors, and those at risk of domestic abuse in all its forms to be and feel safer. Together with our partners,

VALUES

These cover every aspect of Safe Steps; how we operate, make decisions and how clients and employees are treated.

Individuality – We recognise and value difference, placing client needs at the centre of all we do. We celebrate that people are individuals, appreciate the value of diversity and recognise some sections of our community need different interventions to achieve equality.

Integrity – We understand the importance of an atmosphere of openness and honesty throughout Safe Steps that promotes confidence in our clients, colleagues, stakeholders, funders and regulators.

Excellence – We review and improve our service delivery to ensure we remain a centre for excellence, going above and beyond, to support survivors of domestic abuse.

Empowering – Empowering survivors to drive positive change. Listening to survivors and being led by their experiences and insight. Empowering staff to achieve and reach their full potential and empower staff talent and initiative.

Responsive – We strive to be responsive to survivor's needs by applying a trauma-informed response to all we do. We are responsive to changing service demands and a changing landscape, by being an organisation that is sustainable and scalable.

Our Priorities

To achieve a culture across all services that supports and enables a skilled and sustainable workforce that is resourced, informed and responsive.

The people we serve will experience an approach that is trauma informed, respectful of their individual needs and understanding of intersectionality in a trusting safe environment.

To develop existing and new services in response to identified unmet support needs of survivors experiencing, or at risk of, domestic abuse.

To build a sustainable and scalable organisation that considers our current and longer-term needs. Developing/diversifying our different revenues that enable us to grow our resources so we can deliver quality services and meet our contractual and legislative obligations, now and in the future.

To work collaboratively, communicate and engage with a range of strategic and operational partners to build and strengthen our performance and influence.

Our Services

HELPLINE

We deliver the COMPASS domestic abuse helpline and referral pathway for Essex. Often a vital lifeline and the first point of contact for many at risk.

COMMUNITY SUPPORT

Our team of Independent Domestic Violence Advisors (IDVAs) provide emotional and practical support, offering guidance to help you and your family remain safe. This includes, but is not limited to, safety planning, court support, advocacy with social care, Police, health services and housing.

CHILDREN & FAMILIES

Fledglings is our specialist child and family support service offering crisis support, programmes of recovery, 1:1 support and counselling, working with the non-abusing

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Working for COMPASS gives a sense of fulfilment as it is the first step for clients in getting the help and support they need.

Staff survey

parent/care giver and their children.

HELP TO RECOVER

We have a range of group and online programmes to aid recovery and resilience for individuals, parents, children and young people.

FOR YOUNG PEOPLE

Our Break the Cycle team is a Child and Young Person Advisor (CYPVA) service supporting those aged 13-19 years. The team regularly deliver healthy relationship workshops and training in schools and youth groups.

SAFE ACCOMMODATION

Sadly, staying at home is not always safe or possible for some. We provide support with access to safe accommodation and a programme of assistance when staying with us.



About You

The ideal candidate will need to be highly motivated and committed to supporting survivors of domestic abuse.

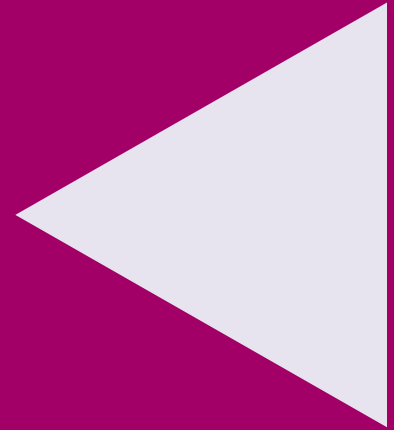
Relevant experience of working with vulnerable client groups is desirable and a knowledge of the domestic/sexual abuse sector, criminal justice or housing sector would be an advantage. We are committed to staff development and are prepared to invest in training and accreditation (where necessary) for the right candidate.

You will have excellent verbal and written communication and IT skills. A friendly, positive, flexible, non-judgemental attitude is essential for this organisation and the skills to work within a multi-agency, partnership environment.

You will need to be mobile to work flexibly across community locations as required and work flexibly within an agreed number of hours to maintain the most appropriate level of service provision. This may involve occasional evening and weekend working.

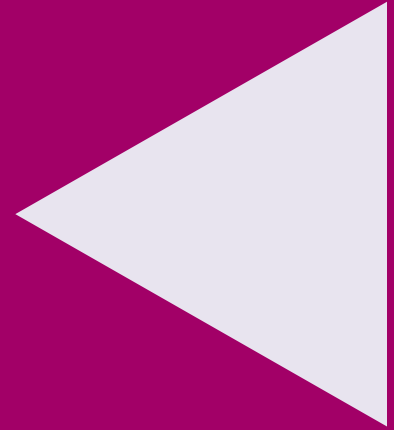
Unless otherwise stated, our posts are open to female applicants only as being a female is deemed to be a genuine occupational qualification under Schedule 9, Paragraph 1 of the Equality Act 2010.

What to Expect



- A warm welcome into Safe Steps
- A genuine interest in you, your experiences, and what you can bring to Safe Steps
- A deeper understanding of the impact and support our service provides
- A commitment to creating an inclusive environment which celebrates difference and allows our staff to flourish
- Opportunities for personal and professional development
- A commitment to your wellbeing with a range of benefits and staff support options including EAP and clinical supervision
- Flexible/hybrid working, a generous leave allowance, celebration events and away days.

Who We're Looking For



- Demonstrate an understanding and commitment to Safe Steps vision and values
- Demonstrate an understanding of and commitment to best safeguarding practice
- Observation of professional boundaries and integrity in relationships with service users, peers and other relevant professionals
- Be responsible for your health and safety and that of colleagues and service users, co-operating with management
- A commitment to helping build an organisation that respects and values the diversity of all staff, making our services accessible and inclusive, regardless of an individual's protected characteristics
- To treat all information acquired through the course of your employment as confidential and comply with all appropriate policies, systems, and procedures
- Work within Safe Steps as a learning organisation, seeking learning opportunities either by attending training either externally or internally to improve and broaden your knowledge and skills.

How to Apply

Vacancies are listed on our website:
www.safesteps.org/get-involved/vacancies

Application Pack

For each vacancy, we provide further information and an application pack, which can be obtained by emailing hr@safesteps.org.



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