



**November 2021**

Dear Applicant,

**Women and Girls Network Application Pack for the role of Young Women's Gender Based Violence Sessional Worker**

This pack includes information about WGN, the role of Young Women's Gender Based Violence Sessional Worker and the recruitment process for these opportunities. Further information can be found by visiting [www.wgn.org.uk/support-us/work-with-us](http://www.wgn.org.uk/support-us/work-with-us)

If you would like to apply for this role please email a copy of your current CV, along with a completed Equal Opportunities Monitoring form to [humanresources@wgn.org.uk](mailto:humanresources@wgn.org.uk)

Please ensure you submit a completed Equal Opportunities Monitoring form. WGN is committed to actively promoting equal opportunities in all aspects of our work. To ensure that our selection procedures remain appropriate and fair, we ask all applicants to submit completed Equal Opportunities Monitoring forms. The information provided on this form is confidential, used for monitoring and not selection purposes.

Currently these opportunities are available on a rolling basis, which means that applications will be considered as they are received. We reserve the right to close this opportunities once these positions have been successfully filled. Therefore, interested candidate are encouraged to submit their applications as soon as is possible.

WGN has many people who wish to work with us, so if your application is not shortlisted for interview we hope you will understand why, as a charity with limited resources, we are unable to offer feedback.

To receive regular information about WGN's services, news and future employment and volunteer opportunities please visit [www.wgn.org.uk](http://www.wgn.org.uk) to sign up for our newsletter or to follow us on social media.

This post is subject to satisfactory references and Disclosure Barring Service (DBS) checks.

Thank you for your interest in WGN and our work. We look forward to receiving your application.

Yours sincerely,

**Nicole Walsh**  
**Young Women's Services Manager**



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## **Women and Girls Network Information for Applicants**

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Women and Girls Network (WGN) is a pan-London charity which supports women and girls affected by all forms of gender-based violence. WGN's services are aimed at providing a holistic, integrated healing journey that involves the diverse aspects of self: body, mind and spirit. WGN promotes total and sustainable recovery, supporting women who have survived so they can thrive.

Established 1987 WGN celebrated her 30<sup>th</sup> birthday in 2017.

WGN is proud to be a member of the London Violence Against Women and Girls (VAWG) Consortium (Ascent), Angelou Partnership, EVAW Coalition and various other partnerships.

Further information about WGN can be found by visiting [www.wgn.org.uk](http://www.wgn.org.uk) where you can also sign up to receive our regular newsletter or follow us on social media.

### **WGN Services**

#### **Advice**

The Advice Service provides information, advice, advocacy and casework support for women and girls (age 14+) affected by gender-based violence. WGN's Advice Line also offers consultation and support for professionals working with cases involving gender-based violence.

#### **Counselling**

The Counselling Service is provided to women and girls who have experienced any form of gender-based violence. Services are divided into different projects offered in various London boroughs.

#### **Group Work**

The Group Work Service provides a range of groups for women across London.

#### **Independent Sexual Violence Advocate (ISVA) Service**

The ISVA Service supports women who have experienced any form of recent or historic sexual violence, including support going through the criminal justice system.

#### **The London Survivors Gateway for Sexual Violence Services**

WGN lead the London Survivors Gateway, a collaboration between the four London Rape Crisis Centres's, SurvivorsUK, Galop, Respond and the Havens. The Gateway provides



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tailored advice and support on accessing the most suitable services for survivors of sexual violence and abuse in London.

### **Sexual Violence Helpline**

The Sexual Violence Helpline provides emotional and practical support and advice to women and girls who have experienced recent or historic sexual violence. Advice and support is also provided to those supporting women or girls affected by sexual violence.

### **Training**

The Training service provides specialist (including accredited) courses for professionals. The Training Team also offers bespoke courses, Expert Led Seminars and workshops.

### **West London Rape Crisis Centre (WLRCC)**

The WLRCC provides counselling and support for women and girls who have experienced any form of recent or historic sexual violence. Part of Rape Crisis London this service is provided in Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow.

### **Young Women's Service**

The Young Women's Service works with young women (11-25 years) who have experienced are at risk of or vulnerable to sexual violence and / or sexual exploitation including those involved in gangs. The service runs support groups and workshops for young women in West London.

## **Young Women's Gender Based Violence Sessional Workers (Female Applicants Only)**

**£125 per session (each session will be approximately 3.5 hours) | Sessions will be available as and when required until July 2022 (the times of sessions will vary but primarily we are looking for Sessional Workers to deliver them during the school day (8am-3.30pm) and for community based sessions in the early evenings (5-8pm). Occasional weekend sessions may also be available)**

**These posts involve both in person and remote delivery**

Women and Girls Network (WGN) is seeking Sessional Workers to deliver our Group Programmes (CouRAGEus Resilience Programme - for Black and minoritised Young Women / Young People, VAWG Awareness Programme and Schools Based Programme).

We are looking for experienced, dynamic facilitators who are motivated to end gender-based violence and passionate about delivering empowering intersectional, trauma informed interventions.

If you are passionate about working with Young Women and are committed to working within an empowering and gender informed, feminist framework and want to bring innovation and creativity to this service, then we would really like to hear from you.

The ideal candidates will have an in-depth understanding of the key issues for Young Women who have experienced gender-based violence and a proven track record of delivering young people's support services, facilitating workshops and group work and ensuring high quality front-line service provision.

**For further information about these opportunities please visit**

**[www.wgn.org.uk/support-us/work-with-us](http://www.wgn.org.uk/support-us/work-with-us)**

**CV's and completed Equal Opportunities Monitoring Forms should be emailed to**

**[humanresources@wgn.org.uk](mailto:humanresources@wgn.org.uk)**

**Closing Date:** Currently these opportunities are available on a rolling basis, which means that applications will be considered as they are received. We reserve the right to close this opportunity once these positions have been successfully filled. Therefore, interested candidates are encouraged to submit their applications as soon as is possible.

All posts are subject to satisfactory references and DBS checks.

WGN is an equal opportunities employer.

The above post is exempt under the Equality Act 2010, Schedule 9, Part 1



## **Young Women’s Gender Based Violence Sessional Worker (Female Applicants Only) Role Description**

### **Women and Girls Network (WGN) Background**

#### **Organisational Context**

Over the past 6 years Women and Girls Network (WGN) has successfully developed and expanded its support services to young women and girls who have experienced or been affected by gender-based violence. These being the Young Women’s Advocacy Service; Young Women’s Counselling Service; and the Schools Prevention and Awareness Raising Program. We are now looking to expand our pool of Sessional Young Women’s Workers to help us deliver our group work programmes and prevention work in schools.

#### **Role Purpose**

As part of the Young Women’s services and those developed in partnership with our sister organisations and agencies, the Young Women’s Sessional Workers will:

- Deliver group work programmes within educational and community settings, for young women. Programs will aim to prevent, educate and challenge young people about gendered violence and abuse through influencing attitudinal change.
- Enable young women to access information about their rights and support them to make informed choices to access relevant services
- Support young women to identify the impact of violence and aim improve their emotional, physical, psychological health and wellbeing.

### **Women and Girls Network Role Description**

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|---------------------------|---|
| <b>Role Title:</b>        | Young Women’s Gender Based Violence Sessional Worker (Female Applicants Project)  |
| <b>Programmes:</b>        | CouRAGEus Resilience Programme, VAWG Awareness Programme and Schools Based Programme  |
| <b>Remuneration:</b>      | £125 per session (each session will be approximately 3.5 hours)   |
| <b>Hours / Sessions</b>   | The hours / sessions will vary and includes preparation time (such as familiarisation with materials and associated administration tasks), liaising with WGN on the delivery of sessional work, timetable, referrals, materials, evaluation information, registration of attendance records and session delivery).<br><br>Young Women’s Gender Based Violence Sessional Workers will be paid to attend relevant WGN Induction training (where appropriate). The rate paid for attending this will be dependent on the nature and duration of this training and will differ to the usual level of remuneration for sessional delivery. |
| <b>Employment Status:</b> | Freelance Worker (Self Employed)  |
| <b>Reporting To:</b>      | Young Women’s Services Manager  |
| <b>Location:</b>          | In person (across London) and remote delivery   |

### **WGN's Young Women's Sessional Workers:**

1. Develop and deliver themed, issue based, prevention and awareness workshop programmes that empower young women with the knowledge and understanding of all forms of gendered violence including how to identify early warning signs, risk indicators and how to access support.
2. Provide non-therapeutic but empowering support, information and advice to young women affected by gender-based violence.
3. Educate and challenge young people to develop positive attitudes and behaviours in relation to gendered violence and abuse.
4. Enable young women to access information about their rights and support them to make informed choices and to access relevant services.
5. To promote a climate of understanding so that young people feel able to voice anxieties, needs and concerns.
6. To assess safeguarding concerns and to discuss these concerns with the Young Women's Services Manager and to take appropriate action as required by WGN's safeguarding
7. procedures. To support the young person through this process where appropriate and to ensure that they are kept informed at all times.
8. As part of workshop delivery, you will be responsible for identifying young women at risk and following appropriate safeguarding procedures. If it is assessed that the young woman will benefit then to refer to WGN's Young women's services or to an external agency who can deliver the required support that the young women needs.
9. To support young women to address the impact of violence and improve their emotional, physical, psychological health and wellbeing.
10. Keep up to date with statutory and voluntary sector services and initiatives that are available to women in education, health, housing, legal, etc.
11. Ensure all work with clients is carried out with regard to all appropriate legislation, guidance, local good practice protocols and WGN policies and procedures.
12. Complete accurate data recording and monitoring related to the project's outputs and outcomes.

### **General Duties**

1. Work in line with WGN's ethos, values, aims, objectives, policies and procedures at all times: promoting empowerment and modelling anti-oppressive and anti-discriminatory practices.
2. Strive to meet and exceed quality standards in relation to every aspect of the work to ensure that WGN maintains its distinctive positive reputation. Promote the aims and objectives of WGN.
3. Follow procedures and protocols agreed with partners to ensure the health and safety of the clients is central. Take all possible steps to ensure the safety and confidentiality of service users, staff and stakeholders.
4. Share information and expertise to build a strong team and enhance the knowledge base of WGN.
5. Set up, develop and maintain appropriate information, record keeping, and case recording and monitoring systems; maintain administrative and reporting systems to ensure accountability. Liaise with WGN colleagues as required.
6. Be self-servicing and work flexibly as a member of the wider team.
7. Carry out duties appropriate to the role that are necessary for the delivery of this service and the effective functioning of the organisation.



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**Exemption**

Due to the nature of the role, we will only accept applications from female candidates.  
(Exempt under the Equality Act 2010, Schedule 9, Part 1)



## **Young Women's Sessional Worker (Female Applicants Only) – Person Specification**

### **Essential Requirements**

#### **Experience**

1. At least two year's relevant experience working with young women who are either at risk of, or who have experienced gendered violence.
2. Developing and delivering issue based workshops, group work and activity programmes for young people.
3. Engaging young women from diverse communities in the take-up of service provision.
4. Delivering empowering interventions with young women.
5. Developing and maintaining non-dependent, bounded, respectful and empowering professional relationships with individual women.
6. Experience of working in schools, PRU's and youth centre environments.

#### **Knowledge**

1. Understand the causes and effects of gendered violence and how the experience of violence impacts on young women's behaviour and choices.
2. Understand the issues, challenges and barriers faced by young women from diverse communities and backgrounds in accessing appropriate support.
3. Working knowledge of policy, legislation and services relevant to young women who have experienced gendered violence.
4. Working knowledge relevant safeguarding legislation and practice.
5. Understand how to maintain productive partnerships between voluntary and public sector agencies.

#### **Attitude**

1. Commitment to actively challenge discrimination and oppression and to work within WGN's values, ethos, principles and policies.
2. Demonstrable enthusiasm for working with young.
3. Motivated to work towards ending violence against women and children.
4. Willingness and ability to critically reflect on and develop own practice.
5. Desire to take responsibility for your own learning, and contribute to the learning of others (individually, collectively and organisationally).

#### **Skills/abilities**

1. Ability to present an uncompromising analysis of gendered violence in all forums.
2. To work within an intersectional feminist framework.
3. Ability to deliver creative and meaningful interventions and services that engage, motivate and effect change in young women's lives.
4. Experience of a broad range of facilitation skills including integrating creative arts.
5. Ability to speak to a wide range of audiences on complex issues.
6. Ability to communicate effectively in writing and verbally with young women, partner agencies and stakeholders; write updates and reports for internal use and funders.
7. Ability to plan, manage and prioritise and contain workload; to meet deadlines; monitor and meet project targets (outputs and outcomes).
8. Ability to maintain confidentiality.
9. To be self-starting; to work autonomously with support from a distance; to remain accountable to WGN and the team through regular distance reporting.
10. Competency in the use of IT, including Word, Excel, Outlook and databases.
11. Ability and willingness to travel within and between the target boroughs.