



Gloucestershire Rape and Sexual Abuse Centre

here for you

Young Persons Specialist Support Worker

Salary: £25,140 full time salary/pro-rata for part time hours

Hours: Full time 37.5 hours per week/30 hours will be considered

Responsible to: Specialist Support Worker Team Leader/Service Manager

Office Base: On the outskirts of Gloucester. Some outreach work is required across Gloucestershire.

Fixed Term Contract: 3 year fixed-term contract

Pension: 6% contribution by the employer and 5% contribution by the employee

Annual Leave: 27 days plus bank holidays/pro-rata for part time hours

Other Information: This post is available to November 2025

- Post is restricted to women under Schedule 9, part 1, Equality Act 2010
- Applicants will undergo an enhanced Disclosure and Barring Service (DBS) check
- The post is based in the Gloucester area but with regular travel across the county and occasional travel within the South West region
- The post involves working flexibly, with occasional evening and weekends working
- A clean driving licence and daily access to own transport is essential
- The post-holder will be required to hold a caseload of clients and give regular and ongoing support.
- Closing date for this role is Tuesday 15th November at 9.00am and interviews will be held on 22nd November.
- Email completed applications to Laura@glosrasac.org.uk

Full training will be provided to undertake the role successfully. This will include Sexual Violence Training, shadowing peers, regular ongoing CPD and clinical supervision.

Equal opportunities statement:

GRASAC is striving to be an equal opportunities employer and we welcome applications from women from all sections of the community. GRASAC will make reasonable adjustments to the working environment as required.

Key Responsibilities following initial training

Service Delivery

1. To deliver direct, specialist emotional support to young people up to the age of 18 who have been affected by sexual violence. Working with adults 18+ will also be required to support those who have suffered any form of sexual violence.
2. To provide telephone, email and web support to clients, their family, friends, and partners including helpline when necessary.
3. To provide individual support and case management to those who are delivering specialist telephone, email, and face to face support.
4. To ensure the service provided is focused on the ability of clients to cope with and recover from the effects of sexual violence and achieve positive outcomes.
5. To contribute to on-call/debrief system for out of hours work to support volunteers/staff.
6. To deliver group training and group support sessions for young people and adults.

Service Development

1. To liaise with partner agencies to source appropriate outreach venues for face-to-face support work.
2. To support with delivering workshops on consent and healthy relationship to children and young people.
3. To build effective and positive relationships with local partner agencies in Gloucestershire.
4. To assist in the training of volunteer support workers.

Quality Assurance/Training

1. To ensure that the services provided are within agreed organisational policy and process
2. To proactively maintain professional knowledge and practice and attend and contribute to team meetings
3. To ensure compliance and responsiveness to child and adult safeguarding policies and procedures
4. To maintain professional competencies through personal development reviews/ongoing line management and supervision.
5. Recognise and undertake opportunities for CPD

Case Recording following initial training period

1. To work alongside the GRASAC team to ensure that all service activity is accurately recorded, monitored and evaluated
2. To work to all agreed monitoring and evaluation procedures and to contribute to their continual improvement
3. To provide specific data as required and to write reports on service delivery as necessary
4. To use the relevant systems for the storage of personally recorded information and input of data for collection of statistics.

Communication

1. Excellent verbal and written communication skills
2. To ensure effective communication of information within GRASAC resulting in an accessible, reliable, and smooth-running service for all clients.
3. To promote a positive view of GRASAC when interacting with external partners and stakeholder

Other

1. Engage with line management, clinical supervision, training, personal development, and wellbeing, using opportunities provided by GRASAC to do so
2. Working as part of a team is a key element
3. Any other reasonable task commensurate with this post

Criteria E= essential D=desirable	
Qualifications, Training and Experience	
	E

A good standard of education at degree level or two years experience working within a related field	
A minimum of 6 months experience of delivering emotional support to young people/adults	E
A professional qualification; ISVA, Mental health, therapeutic support / counselling etc.	D
Experience of working with people affected sexual violence	D
Experience of building positive relationships with young people/adults	E
Experience of multi-disciplinary working e.g. colleagues in mental health, social care and the Police	D
Experience of delivering direct emotional support people with complex emotional health and wellbeing needs	D
Experience of assessing need and using referral pathways	D
Skills and Abilities	
A sensitive, empathic and mature approach to working with people affected by sexual violence	E
Excellent written and verbal communication skills	E
An ability to work confidently and sensitively with people from a range of diverse backgrounds	E
Confidence in working with distressed people and the ability to inspire confidence in others.	E
Ability to manage a case load of clients with a variety of complex needs	D
Clear and effective verbal and written communication skills	E
Skilled in maintaining professional boundaries and able to support volunteer workers in this area	E
Ability to manage lone working (carried out where appropriate) and maintaining communication within a team	E
High standards of practice and presentation of work	E
Ability to maintain up to date records and to collate and input monitoring and evaluation data	E
Competence in using Microsoft office applications and on-line audio/visual platforms	E
Competent in the use of social media platforms	E
Knowledge	
Knowledge of child protection issues, safeguarding, legislation and adult safeguarding.	E
Knowledge of and commitment to equal opportunities and anti-discriminatory practice	E
Comprehensive understanding of the impacts of sexual violence	D

Comprehensive knowledge of the short and long term effects of trauma and strategies for working with this to support clients to cope and recover	D
Personal Traits	
Ability to work as part of a team	E
Excellent Verbal and non-verbal communication skills	E
A commitment to supporting people who have experienced sexual violence	D
Commitment to own wellbeing and able to source support or ask for assistance	E
Commitment to continuing own professional development	E
Strong management skills, methodical and well organised	D
Other	
Clean driving licence and access to own vehicle	E
Eligible to work in the UK	E
Able to travel as required	E
Willingness to access training relating to duties.	E