

ISVA Job Description

POST:	Independent Sexual Violence Advisor (ISVA) Working with Male Victims of Rape or Sexual Assault across Avon and Somerset
RESPONSIBLE TO:	Safe Link ISVA Manager and Second Step Manager
HOURS:	18.5 Hours

MAIN OBJECTIVES

This post will provide support and advocacy to male adult victims (16+) of rape and sexual abuse.

Ensuring support delivered is driven by need rather than crime type; empower victims to increase their options; make positive choices/decisions; increase their confidence; safety and to enable and empower them to cope and recover from their experience.

Working with the victim and their family to establish a support network and create a complete package of support, within and outside the criminal justice system.

To promote the service, establish positive, proactive and innovative working relationships with partner agencies and coordinate the provision of multi-agency support

Work collaboratively within an integrated team of ISVA's who support female and male victims who are adults (18+); children and young people (U18) and historic victims (adult or children and young people)

Champion service user empowerment and involvement by ensuring our services:

- Are accessible to all potential service users;
- Value and respect service users as the experts of their experience;
- Work in strength-based and solution-focused ways with clients;
- Facilitate agreed actions into practice; and
- Use service user feedback and involvement to improve our service
- Have a Think Family approach

PRINCIPAL RESPONSIBILITIES

1. Referrals and Assessments

1.1 Promote the service through building positive relationships with current, potential referrers and service users to ensure a steady flow of appropriate referrals.

- 1.2 Take referrals from with the Bridge, Lighthouse, self referrals and those from voluntary and statutory agencies
- 1.3 Carry out risk and needs assessments with male victims, co-produce support and risk management plans with them (and if appropriate carer), ensure their needs and circumstances are reflected within all safety and support plans.
- 1.4 Regularly review and amend the plans, respond flexibly as the individuals needs and risks change
- 1.5 If the rape or sexual assault is domestic, carry out a DASH risk assessment and make referrals to the Multi Agency Risk Assessment Conference (MARAC) as necessary and carry out follow-up actions agreed in the MARAC.
- 1.6 Liaise closely with victim and referral agencies and keep them informed of progress and outcome of their referral/assessment.
- 1.7 Develop and maintain effective communication systems with key partners including the BRIDGE, Police, CPS, Court Service, Lighthouse, Health, SARSAS, Victim Support Witness Service and other voluntary sector organisations across the Avon and Somerset.

2 Support

- 2.1 Provide emotional and practical support by building rapport and trust with service users through regular support sessions, which can be a combination of face to face appointments, telephone, email, text, and skype/facetime.
- 2.2 Advocate on behalf of service users in a professional and respectful manner, encouraging and enabling service users to have their own voice and develop self resilience
- 2.3 To liaise closely with carers and responsible adults as necessary.
- 2.4 To liaise with other agencies including Social Services, health visitors, housing, education providers, employers, police and to share information, as appropriate, in line with Missing Link's confidentiality policy,
- 2.5 Support service users within the context of their family and help them to develop positive family relationships
- 2.6 Support and empower service users with forming positive relationships and articulating sexual boundaries and personal space.
- 2.7 Where relevant make referrals to sexual health services and support service users to attend
- 2.8 Maintain knowledge of local services, particularly those relating to supporting men, encourage engagement and reduce the service user's isolation.
- 2.9 Enable and encourage service users to take advantage of all services relevant to their needs and safety such as legal advice, housing support, benefits entitlement, education, medical treatment, counselling etc. Assist clients in gaining access to solicitors, advice agencies, housing departments

- 2.10 Provide support as part of an integrated approach by working in partnership with other voluntary and statutory agencies (e.g. the police, local authority, social services, housing, youth service, education/ training/ employment agencies, primary health services, mental health, counselling and substance misuse services) to ensure efficient mechanisms for referrals and to advocate for service users to ensure their needs are met.
- 2.11 To have a Think Family Approach by ensuring:
- Children and Young People's voice is central to informing services
 - Addresses safety, educational, health and emotional needs
 - Supports them understand their experience
 - Equips them with skills to recover and grow up to form positive, equal, safe relationships.
- 2.12 Using the Cope and Recover framework by supporting victims to cope with the immediate impacts of the crime and Recover from the harm experienced
- 2.13 Deliver high quality services adhering to national standards including the Quality Standards for Services Supporting Male Victims of Sexual Violence and following the Revised Victims Code of Conduct
- 2.14 Support male service users to increase independence and support their recovery by developing their own support networks, taking up training, education and employment opportunities, maximise income, reducing debts etc
- 2.15 Support and advise service users on legal options and the criminal justice system / police process which can include making a personal witness statement, arranging pre-trial visits and advise service users on how to respond to possible outcomes, as well as informing service users on the investigative and prosecution processes of the criminal justice system
- 2.16 Liaise closely with the police, CPS, Witness Service and other service providers on behalf of the service user, having particular regard to any domestic abuse, safeguarding children or adults at risk issues and requirements.
- 2.17 Provide follow up support after court has ended and provide information and support in relation to making Criminal Injuries Compensation Claims.
- 2.18 Recognise, respect and address the needs of male service-users who face particular barriers when seeking help to access the service, including those from different ethnic and cultural backgrounds, LGBT communities, disabled people, women with complex needs and other hard to reach groups.
- 2.19 Safeguard the welfare of children, young people and adults at risk; working within Missing Link's safeguarding policies, South West Child Protection Procedures and local procedures for safeguarding adults at risk. Monitor all safeguarding concerns and make appropriate referrals to First Response/Care Direct as necessary
- 2.20 At an appropriate time and in a planned way, negotiate and agree with service user the planned withdrawal of Safe Link's support.

3. Record keeping and monitoring

- 3.1 Maintain up to date, accurate, legible and accessible records of all work and contact with service users, other agencies/professionals and others (e.g. carers, families), ensuring that they meet the requirements of data protection and confidentiality.

3.2 Ensure all client records, outcome and monitoring data is accurately recorded using the Oasis case management system and any other record/monitoring systems, prepare any additional information or reports used for the monitoring and evaluation of the services as required.

4. Developing of self and others

4.1 Actively participate in regular one-to-one supervision, reflective practice groups, and annual appraisals.

4.2 Attend and make a positive contribution to staff / team meetings and to participate in organisational training and development events as required.

4.3 Provide support and guidance to trainees, relief/agency workers and volunteers, when required.

4.4 Develop your understanding of Psychologically Informed Environments (PIE) approach in engaging and supporting clients and embed PIE into your day to day practice.

5 General

5.1.1 Act as a representative of SAFE Link at internal and external meetings, as required, promote the organisation through building professional links with outside bodies as appropriate.

5.2 Uphold the values and good name of Second Step at all times, represent the organisation in a way that is consistent with its philosophy and ethos and within the Missing Link's Code of Conduct.

5.3 Work flexibly within a team setting; liaise with other workers as necessary and as appropriate to provide cover for holidays and staff absence.

5.4 Work within Missing Link's Health and Safety policy and guidance and to ensure your own health and safety and that of others at all times.

5.5 Ensure the service is delivered in a culturally sensitive way for all service users, including challenging stigma and discrimination.

5.6 Observe organisations equal opportunities, confidentiality, data protection policies.

5.7 Understand and contribute to the overall objectives of the organisation and follow all existing organisational policies and procedures.

5.8 Undertake other duties and responsibilities in keeping with the nature of this post as may be required from time to time.

This job description is for guidance only and outlines the general ways in which it is expected you will meet the overall requirements of this post. The list of tasks is not exhaustive and duties may be varied from time to time, with the job description being subject to review and periodic amendments.

Male ISVA Person Specification



	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Strong numeracy, written communication and ability to carry out own administrative workload. ▪ Excellent level of IT literacy, operate case management systems with evidence of a methodical and well organised approach to work ▪ Ability to work with male victims empathetically, understanding their needs and managing sensitive information appropriately. ▪ The ability to facilitate and deliver solutions and support within a partnership setting, through advocacy whilst maintaining an independent role and maintaining victim's safety as central to any response. ▪ The ability to provide respectful, non-judgemental, and confidential support to male victims ▪ Maintaining professional boundaries, show resilience and reliability under pressure ▪ Ability to work as part of a team demonstrating a flexible approach to collaborative working 	<ul style="list-style-type: none"> ▪ Ability to apply psychologically informed practice ▪ Ability to work with a recovery focused approach
Experience	<ul style="list-style-type: none"> ▪ Proven experience of providing advocacy, emotional and practical support and information to men and male victims including legal options, housing, health and finance. ▪ An understanding of the Criminal Justice System and processes ▪ Experience of a risk assessment processes, safety planning and risk management for male victims sexual violence. ▪ Experience of co-producing support and risk management plans that are strengths based and recovery focussed ▪ Experience of working in partnership with a wide range of statutory and voluntary agencies, to achieve positive outcomes for male service users ▪ Demonstrable experience of being proactive rather than reactive: focuses on preventing problems in the future rather than just resolving immediate issues ▪ Experience of lone working in the community 	<ul style="list-style-type: none"> ▪ Experience of working with the police, CPS,
Knowledge	<ul style="list-style-type: none"> ▪ Knowledge and understanding of sexual assault and it's impact on male victims ▪ Knowledge of criminal and civil legal proceedings relating to sexual violence and assault ▪ A thorough understanding of child protection and adult at risk issues and organisational legal responsibilities surrounding these. Demonstrable experience of the carrying out safeguarding procedures in a support role. 	

Values	<ul style="list-style-type: none">▪ A commitment to the Victim's Code of Practice▪ Commitment to diversity and equal opportunities at work▪ Commitment to service user participation and involvement	
Other	<ul style="list-style-type: none">• A current, full driving licence and access to appropriate motorised transport	