

JOB DESCRIPTION

Job title	Sexual Exploitation / Sex Work Lead
Hours	37.5 hrs per week
Holidays	29 days per year plus bank holidays (with 3 days allocated to Christmas closure)
Reports to	A Way Out / Durham & Tees Valley Community Rehabilitation Centre CRC
Salary	£20,839
Ethos of A Way Out	<p>A Way Out is a charity with a difference. We are an outreach and prevention charity working with the most vulnerable and excluded women, families and young people. We engage, empower, equip and enable to prevent further harm, exploitation and life limiting choices and behaviours.</p> <p>A Way Out is not a “three strikes and you are out” agency, but one that works patiently and tirelessly with grace and mercy at the core, which motivates us to “go the extra mile”.</p> <p>As an organisation based upon universal Christian values, believing in meeting people where they are, building hope and trust, and empowering them towards recovery and ‘a way out’ of their difficulties.</p>
Job Summary	<p>A Way Out’s women’s project consists of an assertive outreach and recovery program working within a trauma informed and strengths-based approach using a three staged model of engagement.</p> <p>The project’s prime focus is addressing sexual exploitation/sex work and the wide range of associated issues, ie. Substance misuse, homelessness, offending, historic trauma, mental health etc. We aim to enable and empower women to make positive choices; improving their safety through harm reduction interventions and supporting them throughout their recovery journey increasing opportunities for access to services.</p> <p>The project includes one to one recovery support, group work and low threshold drop-ins intending to enhance the lifestyles of women whilst widening their long-term aspirations. A Way Out’s prison work strengthens and builds resilience with females through Pathway 9. This role is responsible for specifically engaging with female offenders who disclose involvement with sex work and exploitation, preparing them for release by creating robust resettlement plans, identifying and recognizing any triggers upon release in order to reduce the incidence of re-attaching to former networks and return to substance misuse and re offending</p> <p>The post holder will support the delivery of the prison in-reach, and the outreach and recovery program, meeting and building relationships with female offenders (typically level 3) and holding a caseload of those women with complex needs who have had experience of exploitation, violence, abuse and trauma offering practical and emotional support to encourage and motivate change. The post holder will initiate and facilitate appropriate multi-agency support to reduce risk of harm, along with improving compliance and engagement with probation for women on license and providing support to report incidents of sexual exploitation to the police.</p> <p>The post holder will hold a current driving license and have access to a car. It would be ideal if candidates had already achieved prison clearance status. It is an Occupational Requirement that application of this post is open to women only, as permitted under Schedule 9.Part 1, of the Equality Act 2010.</p>

Key responsibilities and duties

- **Day to day management of the role will be delivered by the DTV CRC Operations Manager. You will be working as part of a multi-agency team offering an assertive community outreach and recovery service targeting vulnerable females who are at risk of offending.**
- Assist with the planning and delivery of various project activities including:
 - In-reach work at Low Newton Prison
 - Drop-ins
 - Assertive outreach
 - Group work sessions i.e. life skills
 - Therapeutic Sessions (1:1 and group)
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- **Whilst**
 - Keeping within set budgets
 - Carrying out any associated risk assessments or health and safety work
 - Safeguarding clients and maintaining professional boundaries and confidentiality
- Provide practical trauma informed and asset-based support and crisis support to vulnerable women and specifically female offenders with complex needs at level 3.
- Represent A Way Out as an ambassador for the charity within related working sectors and networks.
- Co-ordination and management of professional self-care in relation to working with high risk clients, eg: attending and engaging in regular clinical supervisions.
- Holding a case load of women, devising and monitoring co-produced care plans in order for each person to work towards their personal goals, provide advocacy support and make referrals to other agencies where appropriate.
- Undertake initial service user assessments using relevant screening and assessment tools, in order to identify and respond to need.
- A key focus will be around client focused delivery, co-production and working flexibly to build resilience, address trauma and improve community integration.
- In partnership develop resettlement plans for female offenders who have been sexually exploited/involved with sex work to enable them to reintegrate back into the community with a focus on offending and risk taking behaviour; safety and risk planning; and reconnection with positive relationships/family connections where appropriate.
- Monitor, record and report relevant project information.
- Support senior managers within the project evaluation process, recording project outputs and outcomes and helping to support analysis of data to review, measure and evaluate service delivery effectiveness. Reporting back impact and outcomes to A Way Out for evaluation.

- Supervise, direct and help support the volunteers allocated to your project.
- Complete client and activity risk assessments to ensure the safety of all clients and team members and safeguarding practices are embedded within working practices to best support those at “risk”.
- Keeping up to date with information relating to best practice along with both national and local policy affecting your project area.
- Work proactively with other local and regional organisations (statutory and voluntary sector) to ensure support packages are comprehensive and integrated and that learning is shared operationally and strategically with key stakeholders.
- Establish, maintain and develop good partnership arrangements and relationships with a range of organisations to improve the experiences and journey of vulnerable women with complex needs who have been sexually exploited/involved with sex work.
- Assist with the delivery of A Way Out’s volunteer training program as and when required.

General terms of reference – In carrying out the above duties the post holder will

- Work strictly within the guidelines of the organisation’s Confidentiality Policy at all times; protecting data of those accessing the service; sharing information to minimise harm and co-ordinate support where necessary and in line with consent where appropriate.
- Take responsibility for fulfilling job description.
- Take an active role in determining professional development needs and agreeing programmes to meet those needs.
- Understand the importance of maintaining healthy and professional boundaries.
- Participate in appraisal, training and supervision processes.
- Ensure the implementation of all A Way Out policies including Safeguarding, Professional Boundaries and Health & Safety along with those applicable within the DTC CRC Team.
- Keep abreast of relevant developments, legislation changes and practices.
- Undertake other duties appropriate to the grade of the post.

This job profile is not a definitive list of responsibilities but identifies the key components of the role. The specific objectives of the post holder will be subject to review as part of performance review process.