

Job title:	Sexual Exploitation Specialist (LGBTQ+ and Transitions/16+) (Maternity Cover)
Responsible to:	Service Delivery Manager
Responsible for:	Not Applicable
Hours of Work:	35 Hours including some unsociable hours
Location:	Leeds based with some travel across Wakefield and Bradford
Salary:	£28,495
Staff Benefits	<ul style="list-style-type: none"> • 27 Days annual Leave • Paid monthly External Supervision • 4% contributing pension • Employee Assistance Program
Contract Length	Until March 2025

The Team – Young People’s Team

The Young People’s Team at Basis work across Leeds, and Bradford providing services to young people and adults who are at risk of, are experiencing or who have experienced Sexual Abuse and Exploitation. The team work to Basis’ organisational values, taking a trauma informed approach and provide evidence-based services to safeguard young people from harm, help them overcome trauma and enable and empower young people and adults to make positive choices. The team have an established reputation for providing high quality, effective safety, information and support to young people. Services are provided within the community, at the Basis office and at venues as young people determine. Due to the transitional age targeted by this project there will also be crossover with the Basis Adult Service which supports adults who sex work and those at risk of or experiencing sexual exploitation. To this end this role will work closely with the adult team, taking part in evening outreach on a rota basis.

The Adult Sexual Exploitation Partnership Project is a partnership from the women’s sector with; Changing Lives, Ashiana, The Angelou Centre, Together Women, Grow, Women Centre, Red Umbrella Project, Basis Yorkshire and A Way Out, to work across the North East, Yorkshire and Merseyside in areas where there are emerging, live and recent sexual exploitation investigations. As well as providing support for vulnerable women who have been exploited it will undertake research into survivor experiences and the impact of support to produce a toolkit to enable this approach to be replicated nationally.

The Job

This role combines two funds one of which offers specialist emotional and practical support to young people who identify as LGBTQ+ who have experienced, who are experiencing or who are at risk of experiencing sexual abuse and exploitation, the second focusses on supporting women and girls aged 16+ who have experienced, who are experiencing or who are at risk of experiencing sexual abuse and exploitation. Working within a trauma informed framework with a harm reduction ethos, you will be supporting young people to effectively safeguard them and reduce the risk of further exploitation and abuse, providing intensive 1-2-1 work within a multi-agency approach, group work and drop ins alongside the team. You will ensure that young people are at the heart of our work to empower and effectively support and protect them. Wakefield is a new Service Delivery area for Basis Yorkshire and as part of this role you will work with the Service Delivery Manager and other Basis staff to establish strong working partnerships with key services in the area including, Children's Services, Police and Adult Social Care.

Job Description

1. Delivery

- Ensure that young people have access to CSAE services in line with funder expectations and client need.
- Effectively safeguard and protect young people who are being exploited or abused.
- Provide harm reduction interventions to young people to empower them to understand risk
- Ensure that young people are at the centre of any co-ordinated partnership working in order to reduce harm and enable positive change
- Ensure that victims and survivors of sexual exploitation have access to trauma informed support through 1-2-1 work, drop-ins and group work, in order to effectively engage and support women.
- Effectively engage with the regional partnership in order to advise on the local picture, share best practice and contribute to the development of training for other professionals
- Ensure that safeguarding practice is embedded within working practices to effectively support those 'at risk'
- Establish, maintain and develop good partnership working relationships with professionals and organisations both statutory and voluntary.
- Advocate for the improvement of services locally for young people and women survivors of sexual exploitation.
- Ensure the service maintains its strict confidentiality and protects the data of those accessing the service, sharing information to minimise harm & co-ordinate support where necessary

2. Monitoring and Evaluation

- Ensure ongoing recording and monitoring of project outputs and outcomes
- Manage engagement and outcome data, inputting data onto the database and collating information to produce relevant reports.
- Responsible for gathering feedback from girls and women on the service and any improvements suggested
- Support analysis of data to review service delivery
- Work with the regional partnership Quality Assurance Officer and Policy team to ensure partnership requirements are met

3. Budget

- Support the Service Delivery Manager to ensure the project is delivered within the budget
- Provide timely information to the Service Delivery Manager to ensure that the project budget is created and effectively managed.

4. Partnership engagement and management

- Ensure the maintenance and development of excellent partnership working relationships with professionals, organisations and other key stakeholders.
- Support the Service Delivery Manager to maintain relationships with all relevant external stakeholders and organisations.
- Ensure effective representation at external meetings and events to facilitate improved understanding of survivors of sexual exploitation and related issues

5. Communications

- Support the Business Development and Marketing Manager in developing relationships with local and national press
- Collaborate with the Business Development and Marketing Manager in ensuring that social media is effectively used.
- Ensure that information/publicity with regards to service outcomes is kept updated.
- Proactively engage with women to maximise the opportunity to engage women who may wish to come forward for additional support

6. General Responsibilities

- Contribute to team meetings and organisational priorities, strategic goals and performance targets
- Actively engage in regular internal and external supervision to support professional development and reflective practice.
- Support and provide supervision for volunteers
- Be flexible within the broad remit of the post
- Ensure that finance and resources are used effectively and within budget
- Work collaboratively on projects and priorities with your line manager which may vary from time to time

- Be proactive in keeping up to date with and generating development relating to your work (including policy updates)
- Abide by organisational policies and practices, and our values
- Support diversity and equality of opportunity in the workplace
- Ensure that effective safeguarding procedures are in place and are acted upon
- To drive the company van for outreach and other occasions when needed.

Recruitment Pack – Sexual Exploitation Specialist (LGBTQ+ and Transitions/16+)

Person Specifications	Essential	Desirable
EXPERIENCE		
<ul style="list-style-type: none"> A minimum of 2 years' experience of working with young people who live with multiple complexities 	X	
<ul style="list-style-type: none"> Experience and understanding of working in accordance to core safeguarding legislation for Children* and Adults. 	X	X *children
<ul style="list-style-type: none"> Experience of multi-agency partnership working 	X	
<ul style="list-style-type: none"> Experience of working in a complex environment, actively managing risk and following case management procedures to meet the needs of a diverse and vulnerable client group 	X	
<ul style="list-style-type: none"> Working with a range of stakeholders and partnership working or strategic networking, spanning voluntary, leadership and women's sectors, including delivering presentations 	X	
<ul style="list-style-type: none"> Ensuring effective collection, collation and reporting of information. 	X	
<p><i>This role requires a specialist in working with LGBTQ+ young people, we therefore welcome applications from those either with lived personal experience or who have substantial professional experience</i></p>	X	
SKILLS AND ABILITIES		
<ul style="list-style-type: none"> Organised and meticulous with an ability to maintain effective record keeping systems 	X	
<ul style="list-style-type: none"> An understanding of how to take a rights based approach, enabling dignity, choice, respect, privacy and fulfilment into practice in a support setting 	X	
<ul style="list-style-type: none"> Empathy with the needs of stigmatised and marginalised young people and women and the barriers they face 	X	
<ul style="list-style-type: none"> The ability to build relationships with women and young people 	X	
<ul style="list-style-type: none"> The ability to complete risk assessments, needs assessments and support plans 	X	
<ul style="list-style-type: none"> Effective communication skills both in writing and verbal 	X	

• Can engage and motivate others	X	
• Trustworthy and work with integrity within our policy and values framework	X	
• Exercise judgement and thinking in order to plan day to day issues in service delivery	X	
• The ability to learn new skills and a commitment to learning in the workplace	X	
• Can troubleshoot difficult situations, and deal with such situations calmly, efficiently and effectively.	X	
• Writing skills - production of monitoring reports and the ability to write succinct documents on complex areas	X	
• IT skills at a level that supports report writing, email, internet use, presentations and data input	X	
• Self-motivated with ability to work alone but can also work co-operatively and flexibly as part of a team/with partners.	X	
• Ability to stay focused and efficient in the face of changing priorities	X	
KNOWLEDGE		
<ul style="list-style-type: none"> • Best practice guidance and research relating to: <ul style="list-style-type: none"> ○ Young people’s rights and legislation ○ LGBTQ+ rights ○ Understanding of barriers and discrimination LGBTQ+ young people may face ○ Dynamics and complexities of sexual exploitation ○ Trauma Informed Approaches to work ○ Data Protection, safeguarding and case work ○ Use of case management systems and writing reports ○ Web based communications. ○ Leeds localities, geography & services 	X	
EDUCATION, TRAINING AND QUALIFICATIONS		
• No one specific qualification is required, but evidence of recent continuing professional development in a professional area relevant to the post will be required. This could be for example: sexual health services, nursing/healthcare, mental health, women’s sector, sex work, safeguarding		

PERSONAL ATTRIBUTES AND OTHER REQUIREMENTS		
• Confident, adaptable & with a flexible approach	X	
• Awareness of self-care and ability to manage resilience	X	
• Able to work in a fast-moving environment with multiple deadlines Can travel extensively within the geographical area of work, including the North East Yorkshire for quarterly meetings	X	
• Can work some evenings	X	
• Commitment to anti-discriminatory practice and equal opportunities, an ability to apply awareness of diversity issues to all areas of work.	X	
• Commitment to adhering to professional boundaries	X	
• Full Driving Licence and access to a car for work purposes.	X	

