



Join
our
team!



STAYING PUT
Domestic & Sexual Abuse Support Services

Independent Sexual Violence
Advocate (ISVA)

WE LISTEN
WE BELIEVE
WE ACT

About Staying Put

Introduction from our Chief Executive



Staying Put has been transforming lives for over 25 years, rebuilding families and providing vital support to those affected by domestic abuse and sexual violence. From our humble beginnings, we have grown into one of the most respected and specialised service providers in the North of England.

As part of Bradford Survive & Thrive, alongside Family Action and WomenCentre, we place survivors at the heart of everything we do. Our innovative, trauma-informed services primarily support women and children across the Bradford district and more recently across West Yorkshire.

We are committed to continuously improving the survivor experience, ensuring that everyone accessing our services feels safe, supported, and empowered. This is made possible by our fantastic, dedicated staff team and an organisational culture driven by passion, care and excellence both for the people we serve and for our colleagues.

Our ethos

We proudly adopt a feminist approach to our work. We acknowledge that women and girls face discrimination due to their gender, and we reject the ideology that women are worth less than men

Our Vision



Our vision is to live in a world free from domestic abuse and sexual violence, to be the change and inspire others to follow our example

Our Mission



Our mission is to lead the way in quality service provision to victims of domestic abuse and sexual violence, to remove the barriers that prevent people from speaking out and seeking help. We listen to the voices of survivors, believe in them and act to protect them.



Community Team

Our year in figures- Community team

(2024-25)



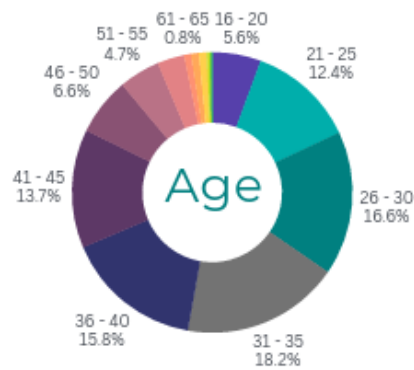
3,202

Individual referrals into
Community Services
Teams

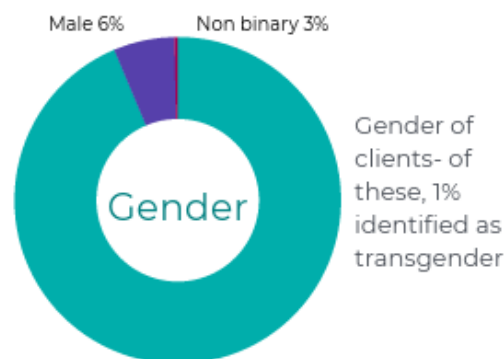


6,721

Total IDVA/ISVA support hours.



Age of clients



Gender of
clients- of
these, 1%
identified as
transgender

Female 93.7%



2,019

Clients receiving IDVA/ISVA
support



1,183

Onward referrals, signposting,
advice, and guidance provided to
both survivors and professionals

Our community team supports victims and survivors, across diverse communities, at all risk levels. With a team of qualified IDVAs, ISVAs, DA Support Workers & specialist practitioners we offer support and safety planning through a holistic pathway to help individuals manage their situation from crisis to recovery.

In addition, we have a dedicated Early Intervention and Prevention team. This team works across various settings, including in education establishments post Key Stage 4 to raise awareness, knowledge and understanding of violence against women and girls, and offers groupwork to women of all ages to empower them to move forward after experiencing domestic abuse.

Accommodation Team

Covering 4 refuges and a portfolio of dispersed properties across Bradford and Keighley, the Accommodation Team comprises of IDVAs, DA Support Workers, Children's Support Workers, a Mental Health Advocate and ICT Skills Trainer.

Our team deliver tailored, trauma-informed support to residents, focussing on safety, wellbeing and independence. By co-creating risk management, safety plans and support packages, we safeguard families while promoting empowerment. Using a whole family approach, we ensure children and young people are supported and heard.

Our year in figures- Accommodation

(2024-25)



386

Total referrals to the accommodation service



141

Adults and children supported across accommodation services



91%

Of clients were better able to manage their mental health



94%

Average occupancy



94%

said coming to the service had made a positive difference to their lives



68

Number of adults that moved on from the service. Of these:



12

moved on from refuge into our dispersed as a step towards independent living

Our Frontline Services

One Front Door

Our year in figures- OFD (2024-25)



18,595

Total enquiries through our One Front Door



STAYING PUT
Domestic & Sexual Abuse Support Services

6,913

Referrals to our service



99%

Positive feedback from clients



462

Webchat enquires

One Front Door (OFD) is our helpline service that provides a free, confidential gateway to domestic abuse support across Bradford. Available by phone and live web chat, it connects callers to our dedicated team of DA Support Workers, who can offer the right services, quickly and safely, by making the necessary referrals and taking someone from crisis to safety.



Delivered by WomenCentre, Staying Put and Family Action

Survive and Thrive - Together we provide



A single point of
contact through
our One Front Door
helpline



Outreach support



Temporary, safe
supported
accommodation



Group work and
counselling



Practical support
to stay safe at
home and target
hardening



Work with families
to strengthen their
relationships



Work with children
to reduce
symptoms of
trauma



Work with service
users and
professionals to
help them
understand the
impact of domestic
abuse

About the role



Sitting within our Community Team the aim of the ISVA role is to support individuals who have experienced, or are currently experiencing, sexual violence.

As an ISVA, you'll provide proactive, trauma-informed support to people at all stages of the Criminal Justice process. You'll help empower survivors to navigate systems, understand their rights and access emotional and practical support.

Working closely with Police, CPS, courts, and partners, you'll ensure every client's voice and choice remain central and they can rebuild their confidence and take control over their lives.

The role advocates on behalf of the clients to ensure their rights are upheld in line with the Victims' Code of Practice and takes a whole-person approach to safeguarding, wellbeing and recovery.

About you

Our ideal candidate will have experience supporting people affected by domestic abuse and/or sexual violence and of working with a multi-agency approach.

We are looking for someone who is empathetic, non-judgemental and can who can empower others. Resilience is a key strength too.

Our ideal candidate will be able to deal with changing priorities and unique situations. We need someone with a high level of self-motivation and a “can-do” attitude.

As well as experience of working tact and diplomacy, we are looking for someone who has excellent communication skills and a friendly approach.

Experience of safeguarding practices is essential as well as a good understanding of the criminal justice system in order to support your clients through the court process.

We are looking for candidates who are able to work with initiative, but who can recognise, work with and develop the strengths within a team.

We offer a competitive salary of £27,554 - £28,735 FTE per annum & an extensive benefits package.

Staying Put is a great place to work with attractive benefits;

- 30 days annual leave, plus 8 bank holidays (pro rata)
- Extra day's holiday for birthday
- Employee Assistance Programme
- Flexibility & hybrid working where possible
- Enhanced maternity pay after 1 year
- Annual staff survey
- Workplace pension
- Death-in-service benefit (2x annual salary)
- Healthcare plan after probation
- Employee discount & wellbeing platform
- Financial wellbeing benefit with access to financial coaches
- Being part of a friendly, supportive team
- We work with Mindful Work Practices
- Free on-site parking at most sites
- Welfare and wellbeing policies, with a commitment to positive mental health
- Being part of an inclusive & diverse organisation
- Clinical supervision with external providers
- Training and development opportunities

Be part of an organisation that makes a difference every day. Join us on our mission to hear the voices of survivors, believe in them and act to protect them.

What we
offer

Don't just take our word for it....

2025 Employee Survey

Headline Results

89% feel encouraged to prioritise their wellbeing at work

89% would recommend Staying Put as an employer to their friends & family

87% feel their job expectations are clear and realistic

87% feel leaders & managers provide the appropriate support needed

84% feel recognised and appreciated

84% feel valued as an employee

83% feel supported in their professional growth

What our staff say



Employee Wellbeing

Staying Put are proud to be members of the **Employers Domestic Abuse Covenant (EDAC)**. This is a pledge by businesses to support women affected by abuse to enter or re-enter the workplace.

Employers are invited to sign the covenant and identify opportunities within their businesses for women seeking sustainable employment opportunities.



“Many people who leave abusive relationships face an uncertain financial future and as an understanding, compassionate and supportive employer, we can further assist survivors to gain their independence through employment so that they can rebuild their lives and live safely.” Yasmin Khan, Staying Put CEO.

We often find that candidates have lived experience and want to use what they have gone through to “give back”. We support colleagues by offering line manager support, regular supervision, external clinical supervision, peer support, an Employee Assistance Programme and a financial wellbeing benefit.

We are committed to ensuring positive mental health whilst at work and take our duty of care towards our employees seriously. Staying Put have signed up to the Mental Health at Work Commitment so have pledged to achieving better mental health outcomes and longer-term positive impacts on our employee’s wellbeing.

We want everyone who works here to feel they can be open about maintaining positive mental wellbeing or can ask for support if they need it.



How to Apply

Staying Put are proud to provide vital services and support to adults, children and young people of Bradford who are survivors of domestic abuse and sexual violence. Our team of committed and dedicated colleagues work with passion and integrity to deliver a holistic package of integrated support in our fast-changing environment.

We help people have better lives - and you can too.

For the full job description and how to apply for this exciting opportunity please visit our website <https://stayingput.org.uk/about-us/work-for-us/>

For an informal chat about the role please contact Linda McLean at Linda@stayingput.org.uk

Closing date: 5pm Monday 7th September

Shortlisting date: 10th September

Interview date: 17th September

Volunteering

If after reading this pack you feel that you would like to gain experience working with survivors, to help in applying for roles in the future, we do offer volunteering opportunities. If this is something you are interested in please email Claire, our Volunteer Co-ordinator at sprecruitment@stayingput.org.uk with your details.