



JOB DESCRIPTION

JOB TITLE: Independent Sexual Violence Advisor (Mental Health)

HOURS: Full Time – 37 hours per week

LOCATION: Gwent

PURPOSE OF THE POST:

ISVAs are survivor-focused advocates, who support survivors of recent and non-recent rape and sexual abuse to enable them to access the services they need in the aftermath of the abuse they have experienced. An ISVA provides individual support and this will vary from client to client. This includes providing them with the right information so that they can make informed decisions about whether to seek justice through the criminal justice system.

The role of the Mental Health ISVA is to have a regular case-load including supporting survivors who either present with or develop, complex mental health issues. They also provide advice and support in relation to mental health to other members of the ISVA team as well as the wider New Pathways team.

The Mental Health ISVA will have experience of working and delivering services to those suffering from mental health issues and will have undertaken mental health practitioner/awareness training.

Below is a detailed description of the role and the requirements of this position.

GENERAL:

The post holder will:

- a. embody New Pathways' ethos and values and will model appropriate behaviours at all times and in all areas of responsibility.
- b. Commit to a continuous improvement culture and be prepared to undertake other duties and responsibilities relevant to the nature, level and extent of the post.
- c. Commit to on-going continued professional development by attending relevant training and workshops, in relation to regulatory compliance and quality.

MAIN TASKS AND DUTIES:

- To advise and support the existing ISVA team to become better aware of issues presented by clients with mental health issues so that they are more confident to support survivors who present with related issues.
- To provide advice and support in relation to issues and the impact of rape and sexual abuse on this client group to other members of the ISVA team as well as the wider New Pathways team.
- To raise awareness with mental health organisations within the community about the issue of rape and sexual abuse.
- To strengthen and develop partnerships and referral pathways with Mental health services and organisations.
- To be the Mental Health, Single Point of Contact in the ISVA team.
- To be responsible for managing own case load and updating Line Manager, as appropriate.
- To be the lead ISVA supporting survivors who present with complex mental health issues.
- To provide a prompt response to clients referred to our ISVA service.
- Provide face to face and telephone, practical and emotional, support to clients and their supporter where appropriate.
- To carry out risk and needs assessments with clients.
- To accurately record information on client databases and case management systems.
- Support the client through the criminal justice system, and to be the single point of contact for criminal justice agencies with or on behalf of the client.
- Advocate for special measures and attend pre-trial visits and CPS meetings as required.
- Support the client, if they do not wish to report to the police, with understanding their options and helping them to provide intelligence to the police if they choose, as well as then supporting them to get any other help they may need.
- To identify and respond, as appropriate, to issues relating to safeguarding, child protection and Protection of Vulnerable Adults (POVA)
- To assess if the assault or client's situation is related to Domestic Violence and, when appropriate, carry out a DASH risk assessment. If the client is then assessed as high risk, refer on to Multi Agency Risk Assessment Conference and follow protocols.
- To attend local Multi Agency Risk Assessment Conferences.

- To make appropriate referrals for follow-up care. This includes fast track referrals to sexual health services, mental health services, housing and any others identified in the clients care plan.
- To prepare for, and attend, regular meetings as required, including team meetings
- To work within a multi-agency framework, representing the needs of clients and promoting New Pathways as appropriate.
- To keep other agencies informed about important changes in client's situation if appropriate/consensual.
- To plan and prepare for regular management supervision meetings, including clinical supervision
- To ensure an effective system of communication exists between New Pathways' management, clients, staff, volunteers and other agencies.
- To provide specialist advice to other workers and agencies, including participation in the delivery of awareness and training sessions.
- To have the ability to manage own time and work effectively and safely on own initiative, including when under pressures of workload and / or time
- To undertake the Crisis Worker training and undertake the Crisis Worker role, being on call during normal working hours to cover when there is no daytime crisis worker cover such as holidays.
- To support clients through the SARC procedures, including crisis intervention (supporting clients through forensic examinations, police interview etc) when applicable.
- To complete all necessary paperwork and maintaining records as required.
- To order stationery and other supplies for the SARC.
- To ensure appropriate and effective promotion of the services of the SARC.
- To participate in audit and research, as required, and contribute to quality improvement initiatives, policy review and practice development.
- To have a clear understanding of the myths and facts of sexual violence, rape trauma syndrome, the long-term mental health effects of sexual violence, self-harm, suicidal feelings and attempts.
- To undertake any relevant training as required by New Pathways.
- To undertake any other tasks not outlined in this job description but which will assist the aims and objectives of New Pathways' Sexual Assault Referral Centre.



PERSON SPECIFICATION

INDEPENDENT SEXUAL VIOLENCE ADVISER

Essential	Desirable	Specification	Assessed on application form	Assessed at interview
		Experience		
✓		Good knowledge and understanding of SARC services or experience of working in a SARC or related area of work	✓	✓
	✓	Proven relevant experience working with victims of rape and sexual abuse in a professional work environment, preferably in a facilitative/advocate role	✓	✓
✓		Experience of working with people with mental health and emotional wellbeing needs	✓	✓
✓		Facilitating access to a range of health and social care services	✓	✓
	✓	Working in a primary care environment	✓	✓
✓		Experience of client face to face and telephone support work, excellent communication skills	✓	✓
✓		Experience of conducting needs assessments and risk assessments	✓	✓
✓		Good knowledge of safeguarding, Child Protection and Protection of Vulnerable Adults (POVA) procedures	✓	✓
	✓	Has completed Applied Suicide Intervention Training (ASIST)	✓	✓

	✓	Experience of working in the health and social care sector	✓	✓
✓		Previous experience of working in a multi-agency setting	✓	✓
✓		Experience of working with IT programmes such as Microsoft Word & Excel	✓	
		Knowledge and Skills		
	✓	A recognised qualification in a relevant area of work, e.g. National ISVA/IDVA qualifications	✓	✓
	✓	A recognised mental health qualification	✓	
✓		Degree or equivalent professional qualification or experience	✓	
	✓	Awareness and understanding of counselling and trauma-related issues	✓	✓
	✓	Knowledge and understanding of work within the sexual violence sector	✓	✓
✓		Knowledge and understanding of work within the Mental Health sector	✓	✓
✓		A broad knowledge of national mental health issues, strategies and policies	✓	✓
✓		Knowledge of the primary function of a Primary Care Mental Health Team	✓	✓
✓		Excellent interpersonal and communication skills	✓	✓
✓		Ability to communicate and engage effectively with service users experiencing emotional and mental health needs	✓	✓
✓		Always act in a dignified and responsible manner with service users, colleagues and other professionals, using appropriate language and communication skills, which acknowledge barriers to understanding, cultural differences and diversity	✓	✓
✓		Be able to maintain strict confidentiality of complex and sensitive client information always	✓	✓
✓		Ability to work on own initiative and adjusting own workload in response to prevailing circumstances	✓	
✓		Organise own time and prioritise service user care in accordance with need	✓	✓

✓		Ability to plan and work under pressure	✓	✓
✓		Ability to produce written and verbal reports	✓	
✓		A commitment to ongoing training, personal development, and participation in Supervision	✓	✓
✓		Presentation skills	✓	
	✓	Welsh speaking	✓	
	✓	Able and willing to travel	✓	
		Qualities		
✓		Have a warm and empathic disposition		✓
✓		Be able to form and maintain good working relationships with colleagues and partner agencies	✓	
✓		Resilient with the ability to thrive in a busy environment	✓	✓
✓		Enthusiastic, positive approach and outlook with the ability to accept and learn from constructive feedback	✓	✓
✓		Flexible approach and adaptable to change	✓	✓
✓		An ability to demonstrate a non-judgemental attitude	✓	✓
✓		A willingness to work outside office hours when necessary	✓	✓
✓		Commitment to equal opportunities and anti-discriminatory practice and an ability to demonstrate a non-judgmental attitude	✓	✓