



Lesbian, gay, bisexual and trans+ people in the South West

Registered charity 1171878

LGBT+ Independent Domestic & Sexual Violence Advisor Safer Rainbow Project

Hours: 35 per week (full-time)

Salary: £26,500 + 5% pension contribution p.a.

Based in: Exeter or Plymouth, covering all of Devon, including Torbay

Start date: February/March 2024

Holiday: 20 days per annum plus public holidays (rising 1 day per year up to 25 days)

Funding: In the first instance this is a fixed term contract until 31st March 2025, aiming to continue dependent on re-funding.

This is an exciting project formed to enhance the provision of domestic abuse and sexual violence support to LGBT+ people across Devon. The successful candidate will be responsible for the development of this new role in the Safer Rainbow Project.

The role will support victims of domestic and/or sexual violence, with a focus on sexual health as well as providing trauma stabilization techniques for those who are experiencing complex trauma. Training will be available in trauma stabilisation interventions as required.

The role will encompass provision of direct support as well as advising and informing outside agencies through networking.

Job Purpose and Duties

As a member of **Intercom Trust**, based in our Exeter or Plymouth office and reporting to the Safer Rainbow Project Lead, the LGBT+ IDSVA will: —

- Provide and publicise a professional LGBT+ independent domestic and sexual violence advice services across Devon.
- Manage a complex client load, providing help, support, and guidance to LGBT+ victims of domestic abuse and sexual violence.
- Provide and ensure clients have access to appropriate advice on a range of relevant topics, including health, safety, welfare, and legal issues, referring to other agencies as appropriate.

The Intercom Trust, Zone 5 Wrentham Business Centre, Prospect Park, Exeter, EX4 6NA

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- Complete DASH (Domestic Abuse Stalking and Harassment risk identification check list) risk assessments and develop appropriate safety and support plans.
- Attend and contribute to MARAC (Multi Agency Risk Assessment Conference) meetings.
- Take a specific focus in developing professional and public awareness of sexual and reproductive wellbeing through a lens of healthy relationships.
- To develop and improve active governance routes, pathways and links between sexual and reproductive health organisations and domestic abuse and sexual violence service providers.
- Work to increase public awareness of LGBT+ domestic abuse and healthy relationships.
- Work in partnership with other Devon agencies, community groups, and initiatives to raise awareness of the service, and of LGB and Trans+ and NB community needs in relation to domestic abuse and healthy relationships.
- Develop and maintain excellent working relationships with stakeholders across all sectors, networking and providing training about LGBT+ domestic abuse and healthy relationships as required.
- Help to develop and maintain best practice standards and protocols for this service.
- Maintain confidential records, as well as project monitoring, and provide reports and analyses to contribute to the evaluation of the pilot.
- Attend and contribute to team meetings and training at Intercom, Devon Sexual Health, The Eddystone Trust and Domestic Abuse or Sexual Violence services as required.

This job description outlines the duties required for the time being to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties may be varied from time to time which do not change the general character of the job or the level of responsibility.

Person specifications

The successful candidate will be able to demonstrate knowledge and an inclusive understanding of the life-issues that can affect lesbian gay bisexual and trans+ people in Devon, and will have:

- A personal passion for LGBT+ equality and well-being, supported by a professional approach and excellent interpersonal skills.
- An excellent track-record of similar work involving client-focused support.
- An Independent Domestic Violence Advisor (IDVA) and/or Independent Sexual Violence Advisor (ISVA) qualification is preferable but not essential as SafeLives training will be provided.
- A demonstrable ability to provide supportive client-care, including appropriate management of confidentiality, safeguarding, risk assessments, and safety planning.
- Excellent communication skills with clients of all ages, family members, other professionals, and services.
- Initiative and accuracy in the preparation, delivery and documentation of casework, and the ability to plan effectively to prioritise caseloads and to meet deadlines.
- Computer skills in Microsoft Office (Windows, Outlook, Word, and Excel, and monitoring systems).

- A good knowledge of relevant resources, in Devon, or the ability to research and become familiar with them.
- Access to a vehicle available for use in the post, ability to travel, and to visit service users across Devon (where necessary, and always under Intercom's standing protocols).
- A flexible and inclusive attitude at work, as well as the ability to work well independently and as a positive member of a team.

All offers of employment at Intercom are subject to a satisfactory enhanced DBS (police) check, but we do not discriminate on grounds of irrelevant criminal convictions.

The Intercom Trust is striving to be an Equal Opportunities employer and service provider. We make all reasonable adjustments to enable as many staff and potential staff, volunteers, and other supporters as possible to have full access to the Trust and its activities.

We regret the fact that our current Exeter office cannot be made accessible to wheelchair users.

If you would further information/an informal conversation with the Safer Rainbow Project Lead regarding this post please contact our Exeter Intercom Trust office on 01392 201015 or email helen@intercomtrust.org.uk