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| **Role profile:** | |
| **Role title:**  Engagement Worker, Sex Worker’s Outreach\* | **Reports to:** SWOP Project Lead |
| **Team:** Sex Worker Outreach Project | **Salary:**  £24,000 FTE (Pro Rata) |
| **Hours:** 22.5 hours per week  Fixed term until 31st March 2020 | |
| **Purpose of the role:**  To deliver, as part of the SWOP team a wider reaching specialist service to women in Sussex involved in the sex industry. The project’s aim is to increase the safety and wellbeing of women involved in sex work; improve outcomes for women involved in sex work with a focus on recovery from sexual violence and abuse; and to improve outcomes for women with complex needs who are involved in the sex industry. The role is based in Brighton & Hove but you will be required to deliver outreach to Hastings, Eastbourne and across East Sussex. | |

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| **Responsibilities:** |
| **Client Service Delivery** |
| * Promote the benefits of the project to clients; * Support individuals to access and use the new service; * Work as an effective member of the team * Ensure a collaborative approach is used, ensure effective communication within a multi-disciplinary team, with both internal and external partner agencies. |
| **To help female sex workers access substance misuse services:**   * Relate to, and interact with, female sex workers * Support female sex workers to access and use services and facilities * Promote the equality, diversity, rights and responsibilities of female sex workers * Promote choice, wellbeing and the protection of all female sex workers |
| **To support female sex workers in difficult situations:**   * Support female sex workers when they are distressed and identify aspects of their lives that may cause distress * Support female sex workers who are substance users * Contribute to the prevention and management of abusive and aggressive behaviour * Contribute to the protection of female sex workers from harm and abuse * Assess and act upon immediate risk of danger to female sex workers     **Educate female sex workers about substance use, health and social wellbeing:**   * Raise awareness about substances, their use and effects * Facilitate learning through presentations and activities * Develop and disseminate information and advice about substance use, health and social wellbeing   **Assess substance misuser’s needs for care:**   * Carry out screening and referral assessment * Recognise indications of substance misuse and refer female sex workers to specialist services accordingly.   **Service Commitment and Accountability**   * Be aware of the changing nature of the sex industry with an increase in online activity, the increasingly transient nature of sex workers, and the high number of transgender and migrant workers and to explore solutions to engaging these groups * Communicate in an open and effective manner with people about sexual health needs * Liaise with service providers * Undertake monitoring * Provide access to sexual health screening utilising a variety of means |

* Take an empathic , flexible and solution-focused approach to motivate and enable sex workers to engage with the project
* Develop protocols and procedures that support the aims of the project

**To ensure a high quality of service is maintained by:**

* Monitor own performance to ensure it meets agreed performance targets and expectations
* Participate and using management information and data as appropriate
* Participate in the continuous improvement of BOP’s services.

**Manage relationships**

* Develop productive working relationships
* Develop joint working agreements and practices and review their effectiveness
* Facilitate meetings

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| **Adult and Child Safeguarding**   * Be committed to the safeguarding of children and adults affected by substance misuse * Be familiar with best safeguarding practice and procedures, making awareness of documentation pathways at Oasis a priority and taking appropriate action as necessary * To keep up to date with training |

**Values and Ethos**

* Demonstrate commitment to the vision and values of Oasis and understand how your own behaviour and actions impact this
* Contribute to maintaining a culture of shared ownership and responsibility that supports Oasis in achieving its overall mission.
* Understand and commit to equality, diversity and inclusion best practice with a particular focus on hard to reach and marginalised women service users.
* Be aware of and commit to working in a way that is ‘trauma informed’ and recognise this approach as part of Oasis’ overall commitment to providing gender responsive services
* Observe professional boundaries in relationships with service users, peers and other relevant professionals
* Participate in the continuous improvement of Oasis’ services

**Continuous Development**

* Reflect on and develop your own practice
* Monitor your own performance to ensure it meets expectations and agreed performance targets
* Make use of supervision opportunities, ensuring there is two-way dialogue
* Participate in training and other development opportunities
* Contribute to the development and knowledge of others by sharing your experience and skills

**Compliance**

* Ensure that Oasis and its services are represented in a professional manner at all times
* Meet agreed performance targets and outcomes
* Use management information and data as appropriate
* Comply at all times with health and safety regulations
* Ensure risk assessments are completed as appropriate
* Take personal responsibility for own safety
* Comply with all relevant policy and procedure, standards and codes of conduct
* Meet all regulatory requirements
* Comply with Oasis’ policy and procedure particularly confidentiality and data protection guidance
* Use IT and databases to keep records up to date in line with agreed processes
* Undertake any other reasonable duties as requested by the line manager

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| **PERSON SPECIFICATION** | **Essential or Desirable** |
| RGN / RMN / Social Worker (HCPC registered) / or educated to degree level or equivalent with relevant qualification | Desirable |
| Excellent presentation skills with the ability to communicate effectively both orally and in writing with clients, colleagues and external audiences | Essential |
| Able to work on own initiative, without close supervision and as part of a team | Essential |
| Excellent organisational and administrative skills | Essential |
| Ability to prioritise and meet deadlines | Essential |
| Excellent I.T. skills, including use f social media for promotional activity | Essential |
| Committed to safeguarding children and vulnerable adults | Essential | |
| Committed to the principles of equal opportunity and diversity | Essential | |
| Able to maintain professional boundaries | Essential | |
| Adaptable and able to work in a challenging and changeable environment | Essential | |
| Ability to deliver against agreed objectives and targets and to work efficiently | Essential | |
| To understand the importance of taking responsibility for own behaviour and actions | Essential | |
| Ability to be able to work some evenings until approximately 7pm | Essential | |
| Ability to travel easily around rural areas. | Essential | |
| To be aware of best practice around confidentiality procedures and a clear understanding of data protection guidelines | Essential | |
| Experience of project management, data entry and management | Desirable |
| Experience of working with women involved in sex work | Desirable |
| Experience of working within the sexual health / substance misuse / sexual violence and abuse field | Desirable |
| Experience of developing and initiating a project | Desirable | |

***This role is only open to female applicants as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.***

The post is subject to the satisfactory completion of a Disclosure and Barring Service (DBS - formerly CRB) check at an enhanced level. This job description accurately reflects the present position; it may be reviewed and amended but only after a proper period of consultation.

Oasis is committed to equal opportunities and welcomes applications from people with relevant life as well as professional experience, and those with disabilities who are currently under-represented in the organisation. People from Black and Minority Ethnic communities are underrepresented in our organisation and we particularly welcome applications from this group.