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| **Role profile:** |
| **Role title:**  Women’s Outreach Worker | **Reports to:** Sex Workers’ Outreach Project (SWOP) Manager |
| **Team:** Sex Worker Outreach Project (SWOP) | **Salary:**  £22,500 FTE (Pro Rata) |
| **Hours:** 22.5 hours per week; Fixed Term – 12 months  |
| **Purpose of the role:** To deliver, as part of the SWOP team a wider reaching specialist service to women in Brighton, Hove and East Sussex involved in the sex industry. The project’s aim is to increase the safety, health and wellbeing of women involved in sex work; improve outcomes for women involved in sex work with a focus on improving safety, empowerment and enabling recovery from 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 also be required to deliver outreach to Hastings, Eastbourne and across East Sussex.  |

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| **Responsibilities:** |
| **Client Service Delivery*** Proactively make contact via phone and internet to engage with women who sex work to promote the service.
* Assess their needs for care and support
* Help female sex workers access services
* Support female sex workers in difficult situations
* Deliver health promotion interventions to sex workers (substance use, health and social wellbeing, personal safety)
* Work flexibly to ensure accessibility of the service, offering both brief, crisis and care planned support interventions.
* Deliver phone and internet based support as well as face-to-face support via outreach in Brighton & Hove and East Sussex in a variety of community settings: homes, temporary accommodation, sex industry work places and street.
* Ensure a collaborative approach is used, ensure effective communication within a multi-disciplinary team, with both internal and external partner agencies.
* Promote the Sex Workers Outreach Project and other Oasis services to other agencies and to support the delivery of multi-agency training.

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| **Service Commitment and Accountability*** Be aware of the changing nature of the sex industry with an increase in online activity, the diversity of experience and needs of those who sell sexual services, including trans and non-binary sex workers and migrant sex workers
* Explore solutions to engage and effectively support a diverse range of individuals
* Communicate in an open and effective manner with people about sexual health needs
* Liaise with service providers and deliver new referral pathways as required
* Advocate for sex workers when need identified, and challenge any exclusion, discrimination or stigma for both individuals and the wider community.
* Ensure consistency of data collection and reporting using our database management system
* Facilitate 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 and other services.
* 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 Oasis’ services.
* Develop productive working relationships internally within Oasis and externally with partners and other providers
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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
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| **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
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| **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
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| **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 9pm | Essential |
| Ability to travel easily around urban and rural areas and to do outreach to homes and community settings. | Essential |
| To be aware of best practice around confidentiality procedures and a clear understanding of data protection guidelines | Essential |
| 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.