

Dear Applicant

Thank you for your interest in this post, **Researcher** with the **Femicide Census**, employed by **nia**.

Currently, the **Femicide Census** does not enter into direct employment but has a secondment agreement with **nia**, who act as employer. **nia's** terms of employment and policies apply.

This application pack includes

- Information for applicants
- About the **Femicide Census**
- About **nia**
- Advert
- More about this post
- Job Profile
- Person Specification

If you are interested in applying for the job, please download an application form. **When completing it please relate your application to the requirements stated in the person specification**, as shortlisting for interview is dependent on the extent to which your application matches these.

Please complete the application form in full. Please do not include any additional documentation such as Curriculum Vitae, as the Organisation requires candidate's information to be in a standard form on its own application form.

Unfortunately, we are unable to write to applicants who are not shortlisted. Should you not hear from us within two weeks after the closing date, you should assume that on this occasion your application has been unsuccessful.

Your completed application form should be returned marked 'application form and the title of the post (s) that you have applied for' via email to [administrator@niaendingviolence.org.uk](mailto:administrator@niaendingviolence.org.uk) by the closing date. Any late applications will not be accepted.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Rachel Evans', written in a cursive style.

Rachel Evans  
**Head of Central Services**

## INFORMATION FOR APPLICANTS

### OUR APPLICATION AND OUR RECRUITMENT PROCESS

#### Applying for a job

**nia's** recruitment policy intends to ensure that every applicant is treated fairly. This means that we are not able to consider previous applications or personal knowledge of you. It means that if already work for **nia**, we do not take into account your personal file.

The information you provide in your application form is the only information we will use in deciding whether you will be shortlisted for the selection process. Your application form is therefore very important and the following advice is designed to help you compete it as effectively as possible.

#### Using the person specification

The **person specification** is the list of criteria or requirements regarded as necessary for the post. **To be considered for an interview you have to fulfil each point of the person specification marked "X" in column A (application).**

**NB: Please note the maximum word count is 2500 words.**

Before you fill in the application form look at the person specification and decide how to relate your skills, knowledge and experience to each point. Try not to repeat yourself by using just one area of your experience to cover more than one requirement. Draw upon your past and present jobs or interests; you may discover you have a broader range of skills than you imagined.

Give examples of the work you have been involved in and write in a positive way (e.g. I was responsible for ..... I organised.... etc) Always remember to specify your own responsibilities rather than those of your section or department. The most important thing is to tell us - we are unable to guess or make assumptions.

Remember that voluntary work or work at home can be as valuable as paid employment. It is important that your application relate to the job you are applying for.

#### Completing the application form

Application forms should be filled in as completely and as clearly as possible so that we can consider all candidates on the same basis.

Write out the form in rough first to avoid mistakes and repetitions.

Make sure you complete the form clearly, and type it or use dark ink (black ink shows up best when photocopied).

In completing the references section, please give as your referees your current and most recent employers where possible.

*Send your form to **nia** on time **and keep a copy.***

If you would like your receipt of application acknowledged, please enclose a stamp-addressed envelope or postcard, which we will return to you.

## **Shortlisting**

After the closing date, the application forms are read very carefully to see how each person's skills and experience relate to the skills and experience in the person specification, and **applicants who meet requirements marked "X" on the A (application) column will be shortlisted for interview.** Only information contained in the application will be considered in making the decision to shortlist.

## **Interviews**

The interview panel is normally made up of three people who ask each candidate questions covering the relevant criteria. The questions are intended to allow you to expand on your application and to show the panel how far you meet the essential requirements of the post. Shortlisted candidates will be asked to complete a task/presentation either at or before the interviews. You will have the opportunity to ask questions about the job, conditions of service etc.

Panel members have to keep a record of their assessment of each candidate so that the reasons of their decision are clear and consistent. You should therefore not be worried about the panel taking notes.

## **Feedback**

If you are unsuccessful and feel that feedback on your interview would be helpful in applying for other jobs, please email Rachel Evans, Head of Central Services at [revans@niaendingviolence.org.uk](mailto:revans@niaendingviolence.org.uk) who will be pleased to arrange this for you.

## About the Femicide Census

The **Femicide Census** is the most comprehensive single source of UK information about women who have been killed and the men who have killed them.

Launched in 2015, the **Femicide Census** was founded by Karen Ingala Smith and Clarissa O'Callaghan and became a separate legal entity in 2019 and a registered charity in 2024. Since its launch, the Femicide Census has become established as a leading articulation of men's fatal violence against women in the UK. The Femicide Census is supported by Freshfields and Deloitte.

Men's violence against women is a leading cause of the premature death for women globally but research in the UK and Europe is limited and unconnected. The **Femicide Census** improves upon currently available data by providing detailed comparable data about femicides in the UK, including demographic and contextual factors and the methods men selected to kill women.

The **Femicide Census** does not limit its recording and analysis to information about women killed by current or former partners (intimate partner femicide) or family members. Instead, it records all women killed by men, as these killings share foundations beyond and in addition to the pathology and choices of individual men. Femicide is rooted in the sex inequality, sexism and misogyny inherent in patriarchal societies. Men's violence against women is systemic in nature and is both caused by and reinforces structural sex inequality.

The collected data is stored on the software platform Relativity, a sophisticated, interactive software platform hosted by Deloitte which facilitates analytical searches and statistical breakdowns. The platform is used by organisations around the globe, typically to review and analyse data for litigation, investigations, government requests and more. It provides a secure document repository with highly customisable access permissions and allows us to easily link external documents such as news articles, Freedom of Information responses and other reports to information about the victims and perpetrators, enabling us to analyse and access all information in a central secure location.

The **Femicide Census** contributes to increasing awareness of men's violence against women and to knowledge and analysis of men's violence against women and girls, a crucial step towards prevention.

The **Femicide Census** has a range of uses to contribute to improving knowledge, strategy, policy and practice, including:

- Raising awareness of men's fatal violence against women
- Providing a clearer picture of men's fatal violence against women in the UK by factors including relationship between perpetrator and victim, age, form of violence selected, location of fatal incident and justice outcome
- Utilisation of the information to create advocacy tools based on concrete data on intimate partner violence homicides and other forms of familial or non-familial killings of women

- Providing a resource for academics, journalists, policymakers and others researching femicide
- Identify state failings
- Remembering and raising the status of women killed by men.

The need for data collection on violence against women and in particular on femicide has been identified both internationally by the UN and regionally by the Council of Europe. These bodies recognise that men's violence against women is systemic, it is both a cause and consequence of inequality between women and men. The UN Special Rapporteur on Violence against Women noted in her report thematic report on gender-related killings of women that "the extreme manifestation of existing forms of violence against women" and that "such killings are not isolated incidents that arise suddenly and unexpectedly, but are rather the ultimate act of violence which is experienced in a continuum of violence ."

The 2015 HMICFRS Report "Increasingly everyone's business: A progress report on the police response to domestic abuse" endorsed the need for collated information on domestic homicides to disseminate learning to police forces and recommended that police forces consider how they can contribute effectively to, and access the information held within, the **Femicide Census**; and, The "Report of the Special Rapporteur on violence against women, its causes and consequences" delivered at the November 2016 UN General Assembly cited the UK **Femicide Census** as an example of best practice.

## About nia

**nia has been delivering services to women and children who have experienced domestic and sexual violence for 40 years.**

The organisation has three main aims, which are to provide services for women, children and young people who have experienced male violence, working to end male violence against women and girls, and to inform and influence policy and public awareness. We achieve these aims by

- providing high quality services for women, girls and children who have experienced or are at risk of male violence,
- increasing awareness of violence against women, girls and children and developing services, contributing to research, debate and policy initiatives to prevent it,
- challenging inequality and discrimination and celebrating diversity,
- empowering and supporting women and children, and
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city, the majority of which are delivered primarily in an outreach capacity. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** - for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police.
- **The Emma Project** - a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically; more than a third of the women who have lived in the refuge have also been exploited through prostitution. The women who enter the project have frequently been excluded from and/or refused access to other types of refuge provision.
- **Daria House** - a refuge for women who have been sexually exploited, with a particular focus on supporting women who have been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Jan's Place** - Jan's Place opened in autumn 2022 and became **nia's** third specialist refuge offering trauma informed accommodation and support to women living with multiple disadvantages, in particular problematic substance use (including illegal and/or prescription drugs and/or alcohol) who have been

subject to domestic violence and abuse, recognising that this may overlap with sexual violence and prostitution.

- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate two different IDVA services in Haringey and Hackney where outreach workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide. The Hackney and Haringey services are double accredited holding SafeLives Leading Light status and the Advice Quality Standard for casework with women.
- **IRIS** - a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers IRIS in Hackney and Haringey
- **East London Exiting and Advocacy Project, (ELEA)** - offering outreach and one-to-one support to women involved in prostitution. **The ELEA Project** helps women access housing, welfare benefits, legal advice, drugs and alcohol services, specialist counselling and routes to exit prostitution. Women are also supported through access to employment training, education, volunteering and sustainable employment.
- **The Anita Project** -devised to bring about long-term sustainable change for women facing multiple disadvantage and who are involved in prostitution in London. This service includes advocacy, group work and nighttime outreach.

**nia** is part of ASCENT which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

## Training and Groupwork

We can provide training and groupwork to agencies, professionals, women's groups and young women.

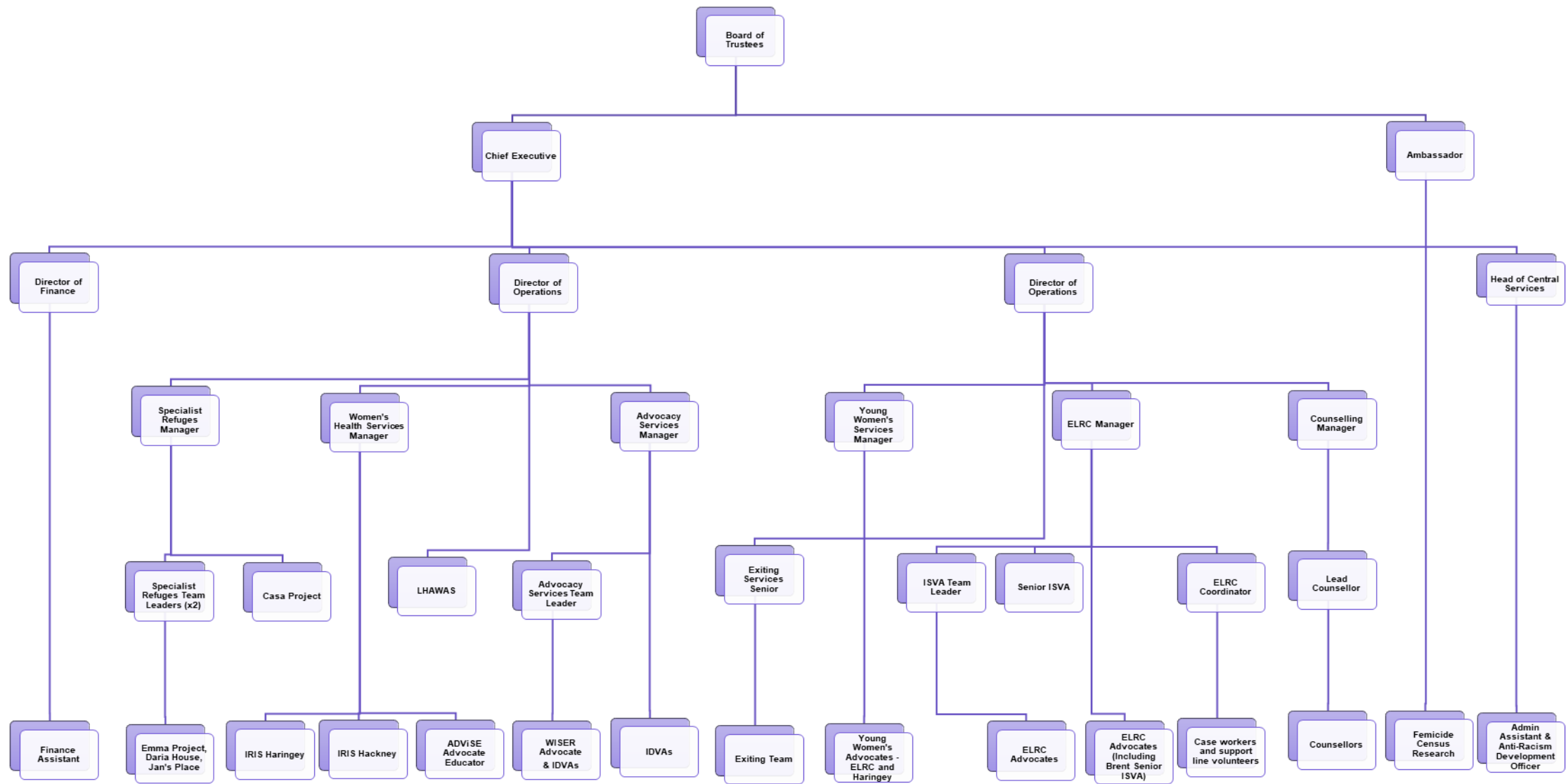
- Areas we specialise in include
- Sexual violence
- Improving healthcare responses to domestic violence and abuse
- Substance use and violence against women
- Prostitution and sexual exploitation
- Working with young women
- Feminist approaches to men's violence against women and girls

## How to contact us

[www.niaendingviolence.org.uk](http://www.niaendingviolence.org.uk)  
[info@niaendingviolence.org.uk](mailto:info@niaendingviolence.org.uk)

Address: P.O. Box 58203, London, N1 3XP  
Telephone 0207 683 1270







# femicide census

## ADVERT



The **Femicide Census** the most comprehensive single source of UK information about women who have been killed and the men who have killed them. Launched in 2015, the Femicide Census became a separate legal entity in 2019 and a registered charity in 2024. Since its launch, the Femicide Census has become established as a leading articulation of men's fatal violence against women in the UK.

Currently, the **Femicide Census** does not enter into direct employment but has a secondment agreement with **nia**, who act as employer.

For nearly 50 years, **nia** has provided high quality, women-led services across North and East London. **nia's** values, and our commitment to upholding them, set us apart. We put women first – always and without hesitation: we believe women, we are run by women, for women. We leave no woman behind: we challenge inequality and discrimination and believe that uniting women of all backgrounds is essential to ending the sex-based oppression of women.

Men's violence against women is a leading cause of the premature death for women globally but research in the UK and Europe is limited and unconnected. The **Femicide Census** improves upon currently available data by providing detailed comparable data about femicides in the UK, including demographic and contextual factors and the methods men selected to kill women.

### We are seeking to recruit to the following post:

- Job Title:** Researcher (Femicide Census)  
**Job Ref:** nia 178  
**Hours:** 21 hours per week (Monday – Wednesday)  
**Salary:** £18,000 - £20,400 (£30,000 – £34,000 pro rata, as follows: £30,000 -£31,000 without relevant qualification, £31,000 - £34,000 with relevant qualification. Starting salary will be between £30,000 and £33,00 according to experience.)  
**Location:** The possibility of either home, office based (Islington, London) or hybrid working is available. A requirement to attend occasional meetings nationally.

We are looking for a skilled female researcher to carry out data collection, analysis, research, monitoring and evaluation of data and report writing for the Femicide Census. You should be a feminist who is committed to contributing to ending men's violence against women and girls, highly skilled in data collection and analysis and want to be part of this ground-breaking project.

To apply, visit [www.niaendingviolence.org.uk](http://www.niaendingviolence.org.uk) and download a job profile and application pack. CV's will not be accepted. Applications can be returned via email to [administrator@niaendingviolence.org.uk](mailto:administrator@niaendingviolence.org.uk).

**Closing date:** 10am 9 December 2024

**Interview date:** Tuesday 17 December

The post is subject to an enhanced vetting and barring check and open to women only. Genuine Occupational Requirement (GOR), Schedule 9 (Work; Exceptions), Part 1 (Occupational Requirements), of the Equality Act (2010) applies.



## Job Profile

### Researcher (Femicide Census)

<b>Salary Range:</b>	£18,000 - £20,400 (£30,000 – £34,000 pro rata, as follows: £30,000 -£31,000 without relevant qualification, £31,000 - £34,000 with relevant qualification. Starting salary will be between £30,000 and £33,00 according to experience.)
<b>Team:</b>	Femicide Census
<b>Contract type and term:</b>	21 hours per week (Monday – Wednesday)
<b>Line Manager:</b>	Executive Director
<b>Location:</b>	The possibility of either home, office based (Islington, London) or hybrid working is available. A requirement to attend occasional meetings nationally.

## THE FEMICIDE CENSUS

The **Femicide Census** the most comprehensive single source of UK information about women who have been killed and the men who have killed them.

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## The Role

**Femicide Census** Researchers lead on the day-to-day collection, inputting and analysis of data underpinning the work of the project.

## MAIN PURPOSE OF POST

- To support the development and delivery of Femicide Census project
- To carry out data collection, analysis, research, monitoring and evaluation of data included in the Femicide Census
- To lead on the production of data for the annual Femicide Census report
- To support the establishment and maintenance of relationships within the partnership and with third parties and key stakeholders.

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## DUTIES AND KEY RESPONSIBILITIES

### Research and data collection

- Carry out analysis, data collection, data verification, database maintenance and input of data into the Femicide Census database
- Support the team in maintaining an overview of relevant current and past research to support the Femicide Census
- Contribute to reports, briefings, articles, good practice models and other materials on femicide as required

### Information and resources

- To support writing and production of the annual Femicide Census Report and other reports produced by the project
- Contribute to analysis of policy and legislation (recent and historical), and identify, respond and contribute to new initiatives and developments in law, policy and practice as it relates to femicide, and report as required
- Identify and provide relevant information on femicide and the Femicide Census for a range of resources and support the content development of the Femicide Census website and other relevant resources
- Respond to requests for information for data or information from the Femicide Census in line with agreed guidelines
- To help ensure that findings from the femicide census are effectively disseminated in order to have the maximum impact
- To support co-ordination of relevant events and public speaking opportunities
- Ensure any information held on the Femicide Census is in line with data protection requirements
- Data collection and social media for our sister project, Counting Dead Women

### Projects

- To support the development, delivery and evaluation of projects on femicide, including with selected partners.

## General Responsibilities

The general duties of the position include:

- Prioritising women, upholding and promoting feminist, trauma-informed and anti-racist practice
- Acting in accordance with the **Femicide Census** and **nia's** policies and procedures
- Work in a manner which positively promotes the aims and objectives of the organisations
- Positively upholding and promoting the **Femicide Census** and **nia's** feminist ethos and commitment to equity, diversity and anti-discriminatory practices
- Compliance with the Health and Safety at Work Act, and taking reasonable care of personal safety and that of other persons and resources whilst at work
- Attend and participate in regular training when required
- Attend and participate in regular supervision, staff and other meetings as necessary and attending management committee meetings when required
- Carrying out your own administrative duties
- Undertaking any duties consistent with the post as may be reasonably requested by the Executive Directors and Board of Trustees.

**Please note this job description is intended to outline the main duties of the post and may change as the post and organisation develops.**

## PERSON SPECIFICATION

### Researcher – Femicide Census

		A	I	T
1	Experience of research, data collection and statistical analysis (including appropriate level of academic qualification).	✓	✓	
2	Experience of carrying out data analysis and research in relation to men's violence against women	✓	✓	✓
3	Excellent knowledge of research relating to men's violence against women, including femicide		✓	✓
4	Ability to deal with the emotional impact of research in to men's fatal violence against women		✓	
5	Experience of working on projects with a set timeframe and with clear outputs/outcomes	✓	✓	
6	Knowledge of the issues facing women, children and young people affected by men's violence against women along with the ability to identify women's individual and collective needs	✓	✓	
7	Knowledge and proficiency in a range of computer programmes and databases including research software (desirable) and their effective use to collect, analyse and manage information	✓	✓	
8	An extremely high standard of writing skills including producing reports and briefing papers and the ability to turn research findings into policy recommendations	✓		✓
9	Excellent verbal communication skills at a variety of levels to a wide range of audiences		✓	
10	Ability to critically assess own performance	✓		
11	Ability to work independently and within a team, to plan and manage a complex workload, meet deadlines, problem-solve and respond to unplanned demands		✓	
12	High level of self-motivation and ability to think creatively with a 'can-do' attitude that can inspire others	✓		
13	A feminist perspective on how sex, gender, social, economic, race, cultural, linguistic, religious and sexual orientation issues may impact on people's lives.	✓	✓	✓

#### Key to table

<b>A</b>	Application Form: areas will be used to shortlist
<b>T</b>	Test
<b>I</b>	Tested at interview stage

**Please provide a supporting statement addressing all shortlisting criteria marked with "✓" in the Application column (maximum word count: 2,500)**