

Dear Applicant

Thank you for your interest in this post, **Women's Wellbeing and Participation Worker** with **nia**.

This application pack includes

- Information for applicants
- 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 by the closing date. Any late applications will not be accepted.

Yours faithfully,



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 complete 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 who will be pleased to arrange this for you.

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
- **Exiting Prostitution Service** offers outreach and one-to-one support to women involved in prostitution. The Exiting Prostitution Service 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.

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

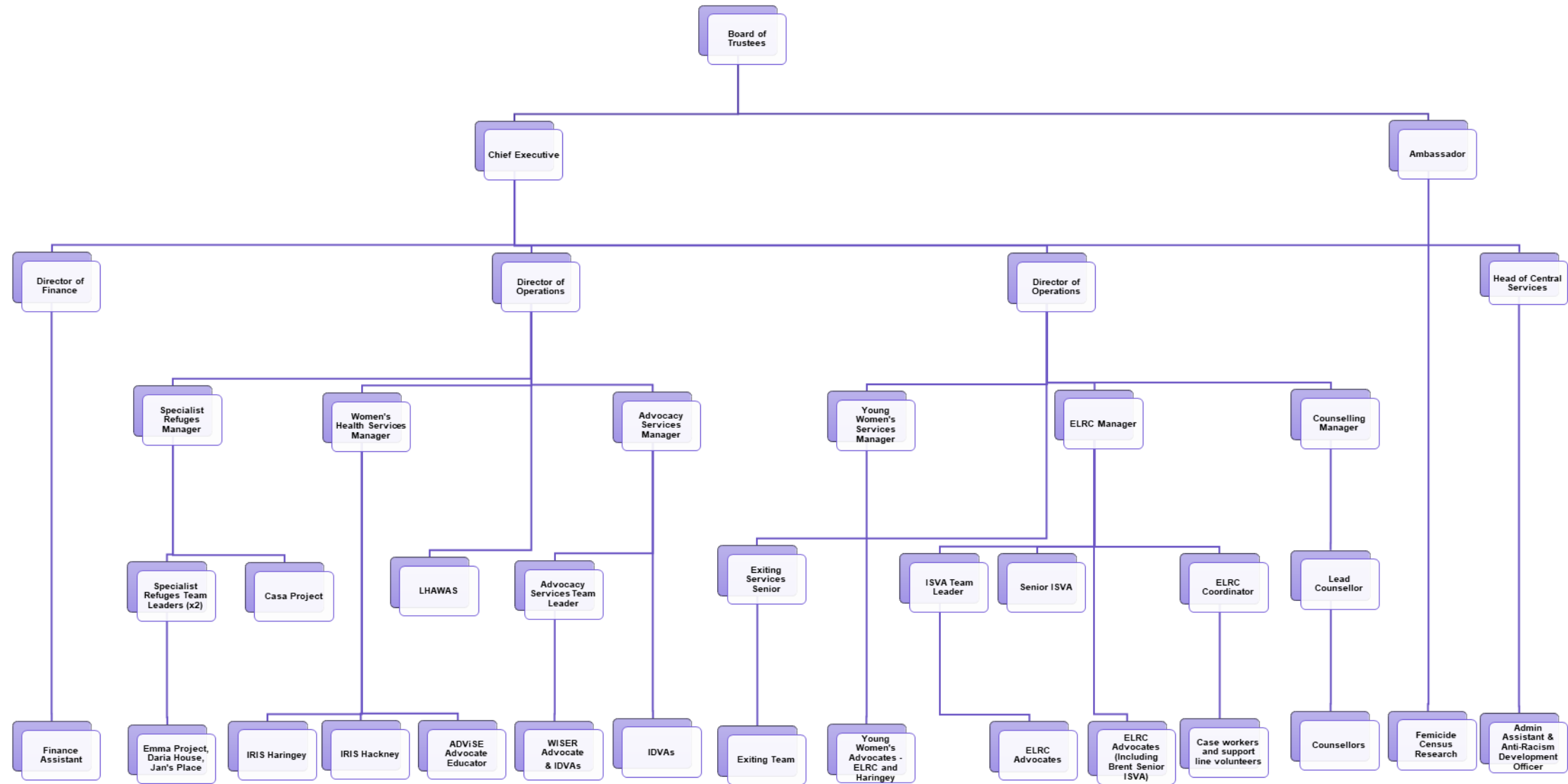
We can provide training and groupwork to agencies, professionals, women's groups and young women.

- 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
info@niaendingviolence.org.uk

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





ADVERT

For nearly 50 years, **nia** has provided high quality, women-led services across North and East London. **nia** has three main aims: to provide services for women, children and young people who have experienced male violence, working to end men's violence against women and girls, and to inform and influence policy and public awareness.

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.

nia's Specialist Refuge service holds the Women's Aid Quality Standard mark. The refuges team provides specialist accommodation and support services to women who experience multiple disadvantage including involvement in prostitution and other forms of sexual violence and exploitation, domestic violence, and problematic substance use.

The post is funded until March 2027

We are seeking to recruit to the following post:

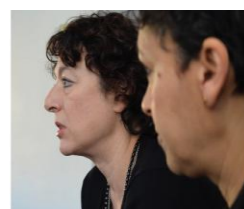
Job Title: Women's Wellbeing and Participation Worker
Job Ref: nia 195
Hours: 35 hours per week
Salary: £29,000 - £32,000 dependent on experience and qualification
Location: Camden/Haringey/Islington

We're looking for a highly organised and self-motivated woman who is passionate about ending violence against women. You'll have a 'can-do' approach and demonstrable commitment to **nia's** feminist approach to supporting women and girls.

To apply, visit our website 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 recruitment@niaendingviolence.org.uk.

Closing date: 10am, 18 November 2025
Interview date: 28 November 2025

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

Job Title:	Women's Wellbeing and Participation Worker
Salary:	£29,000 - £32,000 dependent on experience and qualification
Hours:	35 hours per week
Term:	The post is currently funded until March 2026
Team:	Specialist Refuges
Line Manager:	Service Manager
Location:	Camden/Haringey/Islington

A. AIM OF THE POSITION

To promote the well-being and active participation in the development of services and local communities of women who have been subjected to domestic and/or sexual violence and abuse, including prostitution, and who have problematic substance use, and who are living in **nia** refuge accommodation.

All employees and volunteers are required to adhere to and work, in a manner which positively promotes the aims, objectives and reputation of the organisation.

B. SPECIFIC AREAS OF RESPONSIBILITY:

1. Women's well-being

Support and work with women with problematic substance use and who have been subjected to men's violence and abuse:

- To run a weekly well-being group in each of the three refuges, addressing topics including women's physical and mental health, recovery from men's violence, substance use and other topics as agreed with women living in the refuges
- Providing regular specific support around substance use, including the provision of harm minimisation information
- Ensuring service user records are maintained including within the organisation's confidentiality policy and procedures.

2. Women's participation

- To run monthly themed workshops in each refuge
- To deliver monthly trips at each refuge
- Liaising with service users to ensure regular feedback
- Supporting the refuge staff teams to run regular and effective house meetings ensuring that women are actively involved in the running and development of the refuges
- Facilitating and developing service user participation in **nia**.
- Developing/maintaining links with other local service providers and encouraging women to benefit from them according to their general and

specific needs which will occasionally involve accompanying women on visits to external organisations

3. General responsibilities:

- Prioritising women, upholding and promoting feminist, trauma-informed and anti-racist practice
- Promoting the aims and objectives of **nia** and representing the organisation at various fora and developing partnerships with appropriate organisations
- Prioritising women, upholding and promoting feminist, trauma-informed and anti-racist practice
- Acting in accordance with **nia** policies and procedures and ethos
- Attending and participating in regular training when required
- Attending and participating in regular supervision, staff and other meetings as necessary.
- Carrying out your own administrative duties including maintaining accurate records, producing written reports
- Undertaking any duties consistent with the post as may be reasonably requested by the Director of Operations, Chief Executive, Board of Trustees etc.

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

Women's Well-being and Participation Worker

Key to table

A	Application areas will be used to shortlist
T	Tested at interview
I	Tested at interview stage

Please provide a supporting statement addressing all shortlisting criteria marked with "X" in the Application column (maximum word count: 2500 words).

		A	I	T
1	Substantial experience of working within the violence against women and/or drug and alcohol / homelessness sectors/ and or similar field	✓		
2	Knowledge of the issues facing women, children and young people affected by violence against women- including sexual exploitation and prostitution- along with the ability to identify women's individual and collective needs	✓	✓	✓
3	Ability to support women through episodes of crisis in their lives	✓	✓	
4	Ability to run groups and encourage meaningful participation	✓	✓	✓
5	Experience of working in partnership with external agencies and representing an organisation at stakeholder meetings		✓	
6	Excellent communication skills with the ability to communicate effectively - with service users and statutory, voluntary and other stakeholders - verbally and in writing advocating for service users, raising awareness of violence against women issues and representing nia	✓	✓	✓
7	Ability to critically assess own performance and experience of delivering services to meet quality standards and agreed outcomes and outputs		✓	
8	Ability to work independently and within a team, to plan and manage a complex workload, meet deadlines, problem-solve and respond to unplanned demands		✓	
9	Ability to demonstrate personal resilience and maintain boundaries	✓	✓	✓
10	A feminist perspective on how gender, social, economic, race, cultural, linguistic, religious and sexual orientation issues may impact on people's lives	✓	✓	✓
11	Non-judgemental, non-directive and anti-discriminatory approach to empowering women	✓	✓	
12	High level of self-motivation and ability to think creatively with a 'can-do' attitude that can inspire others		✓	
13	Evidence of continuing professional development and relevant qualifications/training	✓		
14	A broad base of administrative skills including; Word, PowerPoint, Excel and using databases		✓	