

Dear Applicant

Thank you for your interest in this post, **ELRC Volunteer** 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](mailto: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 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.

**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.

**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

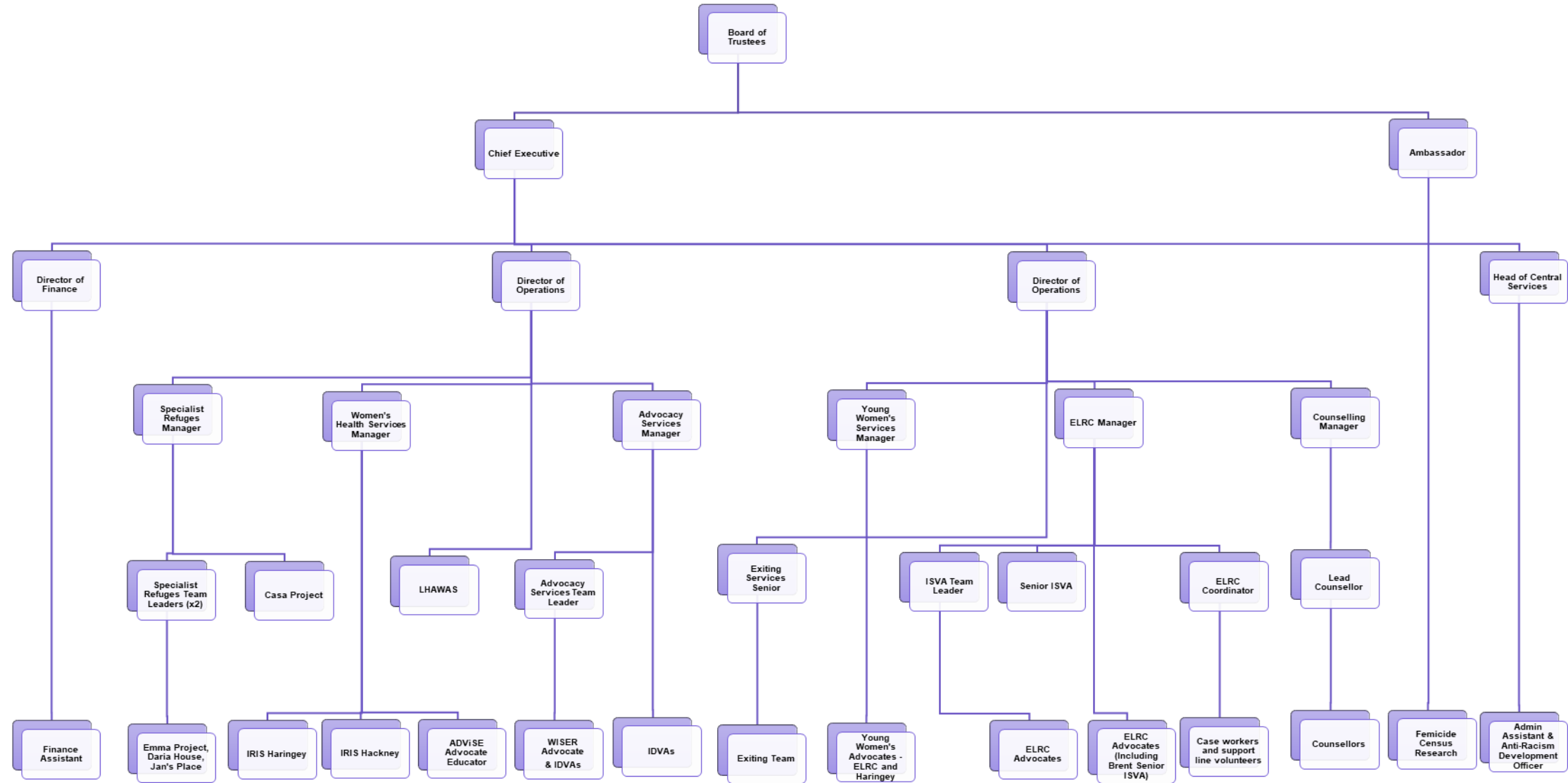
We can provide training and groupwork to agencies, professionals, women's groups and young women.

- 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





## 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.

**East London Rape Crisis** provides a range of support services to women and girls affected by sexual violence; including an Information & Support service, counselling, advocacy and group workshops

### We are seeking to recruit Volunteers to our East London Rape Crisis Service:

**Title:** ELRC Information & Support Volunteers  
**Volunteer Ref:** nia 213  
**Hours:** 4 hours per week on Thursday (09:30am-13:30/13:30-16:30pm)  
**Location:** Dagenham Heathway

We are looking for enthusiastic volunteers to become part of our team.

Our volunteers support women through our Information & Support Services, providing emotional and practical support to survivors of sexual violence, their friends, family and other professionals via telephone and email support. There are also opportunities to support the team with administrative tasks that do not involve direct contact with survivors.

You will get:

- The opportunity to provide invaluable support to survivors of sexual violence from within a feminist framework
- The opportunity to volunteer within a leading, London-based violence against women organisation
- Full supervision & support
- Internal training on violence against women, safeguarding, helpline skills, organisational systems & policies
- A professional reference against the advertised Volunteer Profile that can be used for future employment.



Volunteers will:

- Have an interest in, and understanding of, issues relating to male violence against women and girls
- Have good IT skills
- Align with **nia** values

Volunteers **must**:

- Be available for one of the below interview dates and **all** of the below training dates
- Be able to commit to in person volunteering for 4 hours per week for a minimum of 12 months
- Be able to commit to attending monthly team supervision. This currently takes place on line on the first Monday of each month from 18:00- 19:30pm (includes training and development opportunities).

**How to apply:**

If you are interested in applying to volunteer with us, please download a volunteer application form from our website: [www.niaendingviolence.org.uk](http://www.niaendingviolence.org.uk)

If you would like to speak to someone about volunteering, please contact Juliana Delmonte (ELRC Co-ordinator) at [jdelmonte@niaendingviolence.org.uk](mailto:jdelmonte@niaendingviolence.org.uk) or alternatively, email [recruitment@niaendingviolence.org.uk](mailto:recruitment@niaendingviolence.org.uk)

---

**Closing date for applications:**

**10am, 20<sup>th</sup> July 2026**

**Interview dates:**

**27<sup>th</sup> and 28<sup>th</sup> July 2026**

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.

## TRAINING DATES

Thursday 3 <sup>rd</sup> September	10:00-16:30	Dagenham Heathway
Monday 7 <sup>th</sup> September	18:00- 19:00	Microsoft Teams
Wednesday 9 <sup>th</sup> September	18:00- 19:00	Microsoft Teams
Friday 11 <sup>th</sup> September	18:00- 19:00	Microsoft Teams
Thursday 17 <sup>th</sup> September	10:00-16:30	Dagenham Heathway
Saturday 19 <sup>th</sup> September	10:00-12:30	Microsoft Teams
Monday 21 <sup>st</sup> September	18:00- 20:00	Microsoft Teams
Thursday 24 <sup>th</sup> September	18:00- 20:00	Microsoft Teams
Thursday 1 <sup>st</sup> October	10:00-16:30	Dagenham Heathway
Saturday 3 <sup>rd</sup> October	10:00-16:30	Dagenham Heathway

## East London Rape Crisis Volunteer Profile

### A. AIMS OF THE VOLUNTEER POSITION:

- To provide support for the East London Rape Crisis Information and Support Services
- To provide the first point of contact for service users of the East London Rape Crisis (ELRC) service

### B. EXPECTATIONS:

The expectations of the Volunteers will be:

#### Information and Support Services

- To be a member of the ELRC Information and Support Services team
- To respond to telephone calls and emails from people who access the Information and Support Services (including survivors of sexual violence, family and friends of survivors and professionals)
- To offer a sensitive response, including emotional and practical support and advice, to survivors of sexual violence and other people who access the Information and Support Services
- To provide information to enable survivors of sexual violence to access their rights
- To assist survivors of sexual violence to access relevant services
- To complete and maintain electronic records of all enquiries into the Information and Support Services, contributing to the monitoring and evaluation of the ELRC
- To report any Child Protection, Adult Safeguarding or safety concerns regarding service users to the shift supervisor.
- To contribute to the development of the services through service promotion and building a resources folder

### C. GENERAL RESPONSIBILITIES:

To act in accordance with **nia's** policies, procedures and ethos including:

- Positively promote the aims and objectives of the organisation.
- Positively upholding and promoting **nia's** feminist ethos and commitment to equality, diversity and anti-discriminatory practices
- Ensure effective communication with other teams in **nia**
- Compliance with the Health and Safety at Work Act, and taking reasonable care of personal safety and that of other persons and resources whilst volunteering
- To attend and participate in all of the volunteer training & induction programme, as well as training as and when required
- Attend and participate in regular training and group supervision when required
- Carrying out your own administrative duties
- Undertaking any duties consistent with the post as may be reasonably requested by the Senior Managers, the Chief Executive and Board of Trustees

## **D. ATTITUDE AND PRESENTATION**

- Commitment to a feminist ethos
- Prioritising women, upholding and promoting feminist, trauma-informed and anti-racist practice
- Reliable and trustworthy
- Efficient and punctual
- Non-judgemental and non-directive approach to empowering survivors of sexual violence