



# Participation Practitioner

A B I A N D A

## Summary of the role:

Abianda is a London-based social enterprise that works with girls and young women affected by criminal exploitation and violence and the professionals who support them. We exist to ensure young women are no longer hidden in our communities and live free from harm and abuse. We aim to bring about a culture shift in the way services are delivered to girls and young women, so they can access support that works for them when they need it.

This role is part of a team of three and involves creating and delivering group work sessions and advocacy support to young women and girls affected by or at risk of criminal exploitation. You will work to create and deliver weekly group sessions in addition to our 10-day leadership and development programme Elevate, with a minimum of 20 girls and young women per year using Abianda's unique [model of practice](#).

## Details of the role:

- Salary: £30,006 per annum, plus pension (reviewed annually)
- Full-time (35 hours per week)
- Fixed-term contract until December 2025 (with hope to extend dependent on funding)
- 25 days holiday per year (plus 3 to be taken in Dec when the office is closed), plus bank holidays
- Hybrid working, with at least 2 days in the office (Highbury, N5) and some working from home
- Reporting to the Service Manager - Participation Lead
- We can offer flexible working arrangements
- Monthly clinical supervision with a skilled and experienced psychotherapist
- Abianda understands the importance of investing in staff and offers a training and development budget for all our employees

## Job Description:

### Main responsibilities of the role

#### Work with young women

- You will lead the direct delivery work with young women who engage with the Participation team;
- You will work with the Participation team to deliver Abianda's 10-day accredited Elevate programme and establish Elevate as a sustainable and thriving function of the organisation, supporting the young women enrolled to successfully complete the programme;
- You will deliver an annual rolling programme of group work, offering term-time weekly sessions to a cohort of young women who use our 1-to-1 services. Group work sessions will support young women to develop professional and life skills, influence the design and delivery of our



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services, policy and training, and support young women to influence decision-making at all layers of the organisation;

- You will support the delivery of the Young Women's Advisory Group (YWAG) working alongside the Participation Lead and the Participation Officer to elicit the views of young women;
- You will work with the Pastoral Education & Employment Practitioner to assist in the development and securing of new ETE (Education, Training & Employment) and create opportunities for service users.

### Work with partners

- You will support the Participation Lead and Participation Officer to deliver training and schools work to raise awareness and bring about a culture shift in service delivery - where appropriate and safe to do so;
- You will support the Participation Team to develop and maintain a Young Women's Advisory Board;
- You will implement the incentives and support designed by the Participation Lead to ensure young women successfully complete the Elevate programme;
- You will support young women and girls to develop their own national projects and/or marketing campaigns that amplify young women's voices within internal/external service delivery and other stated areas of interest of young women;
- Deliver training and public speaking events to professionals on an ad-hoc basis, working alongside Abianda YWAG and Participation Officer, disseminating practice knowledge and experience to a national audience.

### Work with Abianda

- Participate in whole team practice, case file sessions and team meetings;
- Be involved in policy and strategy development days;
- Where needed, work with the Participation Team to ensure that young women's voices are embedded in the activities and developments of your service area;
- Encourage a culture of equality, participation and excellence when responding to safeguarding issues and practice;
- You will maintain monitoring, evaluation and reporting requirements of the project, so that partner and funder questions are answered accurately and on time;
- You will maintain accurate project case files in a timely fashion;
- Respond to quality assurance and progress monitoring requirements, contributing to Abianda's quality assurance standards;
- Participate in monthly supervision and quarterly professional development and performance reviews with your line manager;
- Ensure that relevant, detailed and accurate written records of referrals/concerns are kept and that these are shared with the Designated Safeguarding Lead;
- Where necessary, attend and contribute effectively to Child In Need meetings, Child Protection conferences, Early Help, and planning and review meetings in support of your team;



- Engage in monthly clinical supervision to support well-being and reflective practice.

## Person Specification

### Essential skills/experience

- Knowledge of participation theory and a commitment to participatory practice, hearing and amplifying young women's voices both internally and externally;
- Experience of delivering successful participation projects with vulnerable young people who rarely have their voices heard (for example, grassroots activism projects, marketing campaigns, film making, training, etc.);
- Experience of delivering group work with young people with complex experiences and/or delivering training;
- Experience of building and maintaining partnerships with stakeholders as well as, statutory and non-statutory organisations;
- Experience in responding to risk, safeguarding and child protection issues in the unique context of extra-familial harm and exploitation as associated with county line activity;
- Experience of successfully advocating on behalf of young people and navigating statutory safeguarding and/or policing processes;
- A commitment to equality and an understanding of the intersectional nature of social identity and how this impacts staff and service users;
- A willingness to take on Abianda's unique [model of practice](#) to support the engagement of young women;
- Excellent communication and organisation skills;
- The ability to support multi-disciplinary working, in service of young women and girls;
- A strong values match with [our principles](#) – as listed on [www.abianda.com](http://www.abianda.com)
- A social work or JNC professional youth work qualification or equivalent experience; which can include voluntary work, paid employment (not necessarily academic attainment)

To apply please download and complete [our equal opportunities form](#) (this is optional). Please send an email to [sam@abianda.com](mailto:sam@abianda.com) with your CV along with a supporting statement outlining the following:

- Your reasons for wanting to work with Abianda
- Examples of how you meet the person specification

You can complete the supporting statement in 1 of 4 different ways:

- Word document (no more than 2 sides of A4)
- Powerpoint slides (no more than 5 slides)
- Audio recording (no more than 5 mins)
- Video recording (no more than 5 mins)



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We will be accepting applications and booking interviews on a rolling basis. Please apply as soon as possible if you are interested in the role, as we reserve the right to close the vacancy early. The **deadline** for completed applications is **11.59pm Wednesday 4 October**.

Abianda is a Disability Confident employer. A disabled candidate who meets all of the essential requirements of the role is guaranteed an interview.

If you need any recruitment information in another format to be more accessible to you or would like to have an informal conversation about the role, please contact Sam at [sam@abianda.com](mailto:sam@abianda.com). Sam is not on the recruitment panel and your conversation with them will not affect your application should you choose to apply.

All applicants are requested to complete a criminal record self-disclosure form at the interview stage. We value and welcome the lived experience of our applicants and all disclosures will be fairly and sensitively reviewed on a case-by-case basis.

You can watch a video of our Participation Lead Alex speaking about the role and applying here: [abianda.com/participation-recruitment](https://abianda.com/participation-recruitment)

To find out more about the process of applying for Abianda, you can click here: [abianda.com/recruitment-process](https://abianda.com/recruitment-process)

### Please note

- Due to the work we do, Abianda's roles are subject to an Occupational Requirement on the grounds of the protected characteristic of sex. We are a women's only employer, and as such this position is exempt under Schedule 9 of the Equality Act 2010. For the avoidance of doubt, all women including trans women are welcome to apply for and hold such roles, as are non-binary people if the applicant believes that their lived experience aligns with that of women and girls. This also extends to the young people we support.
- We particularly welcome applications from people with disabilities, people of colour, the LGBTQ+ community and from different socio-economic and educational backgrounds.
- We encourage applications from people from all walks of life, including those who may have had exposure to similar experiences that young women across London are facing including experience of the criminal justice system.
- Applications are anonymised before they are shared with the recruitment panel to reduce any bias.



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