

STOP
DOMESTIC
ABUSE

a world
without
domestic
abuse.

Candidate's
Information
Pack

We
need
to talk

stopdomesticabuse.uk

#stopdomesticabuse

@southerndas

Dear Candidate

Thank you for your interest in joining the team at Stop Domestic Abuse.

1 in 4 women, 1 in 7 children and 1 in 6 men experience domestic abuse. At Stop Domestic Abuse we want to change that.

We're here to help anyone affected by domestic abuse and stalking; we ensure that victims are supported to recover, and perpetrators are supported to change their behaviour.

Domestic abuse and stalking have a devastating impact on a victim's life. Their health, emotional wellbeing, financial stability, personal relationships, children's wellbeing are all affected. Our colleagues offer one-to-one support focussing on what's important to the victim and their family at a time when they urgently need help. We provide our clients with a range of support options, including a safe place to stay, one-to-one support in the community, specialist support for children and young people, group recovery programmes and help to make their home a safe place.

If you believe in our vision of a world without domestic abuse, do consider applying to work with us. We actively seek applications that reflect the diversity of the areas in which we work.

This is an exciting time for our charity following a period of growth when we consolidated our role as the principal provider of domestic abuse services across all 11 Hampshire districts, Portsmouth and Southampton.

Our colleagues are committed, responsive, and resilient. If you feel you have the commitment and passion to join our expanding team, we would love to hear from you.



A handwritten signature in black ink that reads "Claire".

Claire Lambon
Chief Executive

History

We were originally established as Havant Women's Aid in 1977 by a group of local women who recognised the need for a refuge for women and children experiencing domestic abuse. The refuge was initially run on a voluntary basis with a small annual grant from Hampshire County Council. Towards the end of the 1980s, it was decided that Havant refuge

needed to be funded to a level that allowed for a fully professional approach. With support from Portsmouth Housing Association, Havant Borough Council and Hampshire County Council we were able to become financially independent.

Milestones

2011

We began providing services in East Hampshire District and supporting male victims.

2012

Havant Women's Aid became a Company Limited by Guarantee and a new charity called Southern Domestic Abuse Service (SDAS) was established. This was to reflect the changing nature of our services and to ensure that we are accessible and inclusive to all our clients.

2015

We began providing commissioned services in Fareham and Gosport and we began providing the Up2U Service for people who use unhealthy and/or abusive behaviours in partnership with Portsmouth City Council.

2018

We became the commissioned provider in Portsmouth delivering refuge, outreach support, group work and children and young people's support. SDAS was rebranded and became Stop Domestic Abuse. Our new name coincides with the purpose of our service, to end domestic abuse.

2019

We began providing services across the whole of the Hampshire County Council area with a sub-contractor in Test Valley District.

2021

We successfully re-tendered for the Portsmouth City Council commissioned service, with an expanded remit including support for high-risk victims of domestic abuse and the Up2U Service for people who use unhealthy and/or abusive behaviours.

2022

We began delivering refuge and community-based services in Southampton.

2023

We began delivering a specialist LGBTQ+ Service in Southampton.

2023

We began delivering a Stalking and Advocacy Service (pan-Hampshire and Isle and Wight).

Now

Stop Domestic Abuse are the principal provider of services to those affected by domestic abuse in Hampshire, Portsmouth and Southampton.

We provide community-based services, and group work for individuals to help them understand domestic abuse and improve their safety. We offer preventative work in schools, face to face and virtual support, group work and awareness raising events for professionals and the wider community.

We run 18 refuges across Hampshire, Portsmouth and Southampton which are available to women with or without children. We offer dispersed accommodation units for people who are unable to or face barriers to accessing refuge accommodation.

We also run a perpetrator programme for people who use abusive and/or unhealthy behaviours and accept responsibility for their actions and want to change.

Our Vision, Mission and Values

Our vision is

a world
without
domestic
abuse.

Our mission

Here at Stop Domestic Abuse we seek to help all those affected by domestic abuse by providing innovative and unique services. We protect and work with victims as well as helping perpetrators, the police and many other organisations.

Our values

At Stop Domestic Abuse we are committed to these core values:

- Equality
- Openness
- Honesty
- Respect for individual dignity and diversity
- Empowering women and children
- Care and compassion

By committing to these values and to support our vision of “a world without domestic abuse” we will:

- Work in partnership
- Lobby and campaign
- Involve those who use our services
- Provide services that reflect the diverse needs of the communities that we serve
- Be easily accessible
- Be relevant to service users' needs
- Be of real assistance to women, children, young people and men affected by domestic abuse
- Provide services by a diverse workforce
- Be well-managed and provide value for money
- Regularly monitor our services and outcomes
- Continually improve
- Ensure good governance of the charity
- Be open to progressive and innovative ways of doing things
- Ensure everyone counts.

By achieving our vision for Stop Domestic Abuse and committing ourselves to the values that underpin our work, we will significantly improve the lives of those to whom we provide services.



Why our work is important

1 in 4 women and
1 in 6 men will
experience
domestic abuse in
their lifetime

1 in 5 children live in
homes where
domestic abuse
takes place

2.3 million adults in
England & Wales
experienced domestic
abuse in the year
ending March 2020

In the UK, a woman
is killed by her
partner or a former
partner every 4 days

In 2022/23 Stop
Domestic Abuse took
36,509 calls for
advice and support

On average the police
in England & Wales
receive 100 calls
relating to domestic
abuse every hour

Here's what some of our colleagues say about working for us:

“The best thing about Stop Domestic Abuse is everyone shares my passion, drive and determination to support the families that we work with in the best possible way that we can.”

Chris, Children & Young Persons Worker

“Stop Domestic Abuse is a wonderful charity to work for; they are incredibly supportive of their staff, and there are always opportunities for professional development. There is a very team-driven work ethic, and all the staff are happy to help each other.”

Vickie, Advice Line

“If you were to ask me what I love about working here, it is the people as much as the work. Everyone empowering each other to be the best they can be, all being each other's cheerleaders”

Chelsea, Service Manager

“Stop Domestic Abuse is such a lovely company to work for and never, have I felt so supported in the workplace”

Lorraine, Mental Health Support Worker

Working for Stop Domestic Abuse. Why choose us for your next role?

Our colleagues are our most important assets, and we therefore want to ensure that everyone is supported. The following are the current benefits we offer staff over and above statutory entitlements (some of these are not contractual):

Financial benefits include:

- Competitive salary
- Employer-matched pension contribution scheme and death in Service Benefit
- Staff Recommendation Scheme
- Employee hardship Fund
- Employee hardship Loans
- Health cashback plan (after 6 months service)
- Private health insurance (after 2 years)
- Charity worker discounts
- Tickets for Good discounts
- Rewards app (after 6 months)

Career benefits include:

- Training and Development opportunities
- Apprenticeship programmes
- Shadowing opportunities
- Routes to employment through volunteering opportunities
- Long Service Awards

Welfare and Lifestyle benefits include:

- Generous annual leave starting at 25 days, increasing with continuous service plus Bank Holidays
- Flexible working options 8am to 6pm
- Hybrid working
- Purchase additional annual leave
- Child's first day at school off
- Cycle to work scheme
- Protected time (up to one hour a month)
- A day off for your birthday
- Employee Assistance Programme
- Enhanced occupational sick pay
- Enhanced maternity, paternity, shared parental leave, adoption leave
- IVF leave
- Eye care vouchers
- Flu vaccinations
- Gym membership discounts (after 6 months)



Important Information

Stop Domestic Abuse is a trauma informed organisation, the work we do to support those effected by domestic abuse may be triggering for those with past trauma. Please only apply if you are living free from abuse. If you'd like to talk to us about this, please get in touch.

Safeguarding and Pre-employment checks

Stop Domestic Abuse is committed to protecting all women, men, young people and children who use its services from abuse. Stop Domestic Abuse will not tolerate any kind of abusive behaviour regardless of the age, status or position of the perpetrator and the age, status or position of the person experiencing the abuse.

Stop Domestic Abuse is committed to providing a service delivery environment which is free from abuse. Stop Domestic Abuse will therefore:

- Undertake checks on all staff and volunteers at the recruitment stage.
- Ensure that staff, volunteers, trustees and clients maintain appropriate boundaries at all times.
- Operate confidential reporting systems so that anyone who suspects that abuse is taking place or is concerned about it can 'whistleblow'
- Operate clear processes for safeguarding at all times.
- Take action against staff, volunteers, trustees or clients who use their positions, or any influence, power or authority they may have to abuse others or the organisation.

In upholding this commitment to an abuse-free environment, Stop Domestic Abuse will provide training, support and supervision to staff along with clear policies and procedures to which they must work. In turn, staff will provide the necessary support to clients to assist them to uphold an abuse-free environment. Stop Domestic Abuse has a designated safeguarding representative.

Equity, Equality, Diversity & Inclusion at Stop Domestic Abuse

Stop Domestic Abuse actively promotes equity, equality, diversity and inclusion at all levels, including its employees, clients and stakeholders. Ensuring that we are always recruiting, retaining and promoting a diverse mix of colleagues allows us to have a workforce that is representative of our local community.

Equality of opportunity and respect for the individual are part of Stop Domestic Abuse's principles and values. We therefore particularly encourage applications from candidates who are from minority ethnic backgrounds, disabled, neurodiverse and members of the LGBTQ+ community.

Disability Confident Committed Employer

Stop Domestic Abuse is committed to the Disability Confident scheme helping us make the most of the opportunities provided by employing those that have a disability, long term health condition or are neurodiverse.

The scheme helps us remove barriers to disabled people and those with long-term health conditions meaning we can also fully support current employees with disabilities. We are now working hard to champion best practice in order to progress to Disability Confident Employer status (Level 2).

If you are looking to apply for a job at Stop Domestic Abuse and would like further information about how we can support you please contact:

humanresources@stopdomesticabuse.uk

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Contact Us

In writing:
PO Box 53, Havant, Hants.
PO9 1UA

Recruitment enquiries: 023 9200 8329

Helpline: 0330 0533 630

By email:
info@stopdomesticabuse.uk

Through Social Media:
[@southerndas](https://www.instagram.com/southerndas)

**STOP
DOMESTIC
ABUSE**

Stop Domestic Abuse is an innovative and unique provider of services to all those affected by domestic abuse.

We don't just protect and work with victims, we help perpetrators, the police and many other organisations.

Our vision is a world without domestic abuse
Stop Domestic Abuse is the trading name of Southern Domestic Abuse

Service Registered Charity Number 1146773.

