



March 2026

Dear Applicant

Vacancy: Support and Advocacy Trauma Practitioner – National Advocacy Project

Thank you very much for your interest in working with Fife Rape and Sexual Assault Centre. I am enclosing:

- FRASAC Background Information
- FRASAC Mission, Vision & Values
- Job description
- Person specification

We are a Fife wide independent charitable organisation providing free, confidential information, counselling and support to anyone affected by rape and sexual assault at some time in their lives.

Further information about the work of FRASAC is available on our website www.frasac.org.uk

Please note that the deadline for completed applications is Friday 13th March at 12pm. Interviews will be held Monday 16th March. Due to limited resources, we will only contact you if you have been shortlisted for interview. All shortlisted candidates will be contacted by Friday 13th by 5pm.

Title:	Support and Advocacy Trauma Practitioner
Salary:	£31,486.00 pro rata
Hours:	35 hours per week 8.30am – 5pm Monday to Thursday Friday 8.30am-11.30am
Location:	Based in Kirkcaldy but will be required to work across the whole of Fife. You will require the use of a car for work purposes, and travel expenses will be reimbursed. Hybrid working is not available for this role.

A highly motivated and energetic individual is required to deliver support and advocacy to survivors who are engaged, or considering engaging, with the criminal justice system following an experience of sexual violence.

Here at FRASAC, we are committed to developing a workforce that is dynamic and inclusive, where women of all backgrounds have an opportunity to contribute to the work we do. We welcome applications from women of all backgrounds and identities, in particular women of colour and those under-represented in the workforce. It is our aim that everyone working with us feels welcome, valued and respected. We value diversity and celebrate the different perspectives and contributions this brings to our centre and the work that we do.

Only women need apply under Schedule 9, Part 1 of the Equality Act 2010.
The successful candidate will be subject to an enhanced PVG check.
Candidates must have a full driving license and car with up-to-date MOT and business insurance.

Please note that we do not accept CVs. The full application form should be completed and emailed to Susan.MacLeod@frasc.org.uk

An anonymous Equal Opportunities Monitoring Form should be completed online here: <https://forms.office.com/e/JPD9CakZEw> or via the QR code:



We look forward to receiving your application. In the meantime, if you have any queries please contact me on 01592 642336 or email zoe.henderson@frasac.org.uk

Best wishes

Zoe Henderson
Services Manager

FRASAC Mission Statement, Vision and Values

FRASAC Mission Statement

To provide free quality services, accessible to anyone 12+ affected by sexual violence achieved through support, prevention and participation.

FRASAC Vision

Provision:

To continually grow and adapt out services, aiming to be inclusive and welcoming to all affected by sexual violence.

Protection:

Promote health and wellbeing and provide a safe space for survivors of sexual violence to be heard.

Participation:

Strive to provide a platform for all survivors of sexual violence to be heard.

Prevention:

Aim to raise awareness around sexual violence and challenge societal attitudes through events and campaigns, education and collaborative partnerships.

FRASAC Values

FRASAC believes in early intervention, education and prevention to increase awareness of sexual violence in society and the impact it has on survivors.

FRASAC believes a collaborative / partnership working approach is key to instigating change and achieve better outcomes for survivors of sexual violence.

FRASAC believes all forms of sexual abuse are acts of violence and abuse of power.

FRASAC believes perpetrators of sexual violence are responsible for their decisions and actions.

FRASAC believes in the importance of constructive, accountable and transparent leadership within services providing support to all affected by sexual violence.

FRASAC believes in a holistic approach to providing support to survivors of sexual violence built on the foundations of feminism, human rights and equality.

FRASAC Values include:

- A recognition that all forms of sexual abuse are acts of violence, involving the abuse of power and control.
- Recognition that perpetrators of sexual violence are responsible for their decisions and therefore it is appropriate that perpetrators be held accountable.
- A commitment to a partnership and collaborative approach with other key agencies towards instigating real and profound change.
- A commitment to a developmental approach in supporting member RCCs to achieve Quality Standards.
- A commitment to constructive, accountable and transparent leadership.
- A commitment to a pro-active and leadership role which is informed by:
 - a. expertise from our member RCCs
 - b. quality data from our RCCs member
 - c. other relevant national and international research
- Feminist, human rights and equality based ideological foundations.
- Striving for the creation of a society that accepts responsibility for the eradication of all forms of violence against women, as well as all forms of sexual violence

SERVICES FRASAC OFFER

- **Therapeutic support:** 1:1 support and counselling using person-centred therapy.
- **Young Persons Service:** For anyone aged between 12-25 1:1 support and counselling using person-centred therapy.
- **Advocacy Support** Criminal Justice Advocacy Support for survivors considering, or already involved in, the reporting / court process.
- **Prevention & Early Interventions** Schools and Youth workshops on the following topics: Power; Consent; Understanding Sexual Violence; Pornography. Each workshop is tailored to the age and stage of students, however the learning outcomes remain the same across all years

Benefits of working with FRASAC



FRASAC

Support and Advocacy Trauma Practitioner – National Advocacy Project

Job Description

Title:	Trauma Practitioner
Salary:	£31,486.00 pro rata
Hours:	35 hours per week
Location:	Based in Kirkcaldy but will be required to work across the whole of Fife. You will require the use of a car for work purposes, and travel expenses will be reimbursed. Hybrid working is not available for this role.
Holiday entitlement:	25 days annual leave; 12 days public holiday, pro rata
Pension Entitlement:	Employer contribution at 6% to Pensions
Responsible to:	Services Manager / Team Leader
Supervision:	Internal and external supervision monthly

Job Summary

The post-holder will be responsible for delivering support and advocacy to survivors who are engaged, or considering engaging, with the criminal justice system following an experience of sexual violence.

You will deliver FRASAC's specialist sexual violence trauma services which includes providing Trauma Informed Emotional Support to survivors 12 plus, who have experienced any form of sexual violence at any time in their lives, including, rape, sexual assault, child sexual abuse or commercial sexual exploitation.

The services will be delivered throughout Fife or in the FRASAC offices. There will be at times a requirement to attend court outside of Fife which may mean starting earlier or finishing later on these specific days. Flexibility is required.

Main Duties Include

Working with Survivors

- Provide a support and advocacy service to survivors of sexual violence engaging, or considering engaging, with the criminal justice system following an experience of sexual violence
- Provide emotional and practical support to survivors of sexual violence whose cases do not proceed to court, including access to follow on services

Development Work

- Work in partnership with relevant agencies to enhance responses to survivors of sexual crimes, including where appropriate the development and delivery of training inputs
- Publicize the service offered through the advocacy service to enhance access to the service across voluntary and public sector agencies.
- Contribute to the development of national policy and strategic work around the criminal justice system and sexual offences through attendance at national advocacy project meetings and provision of information and feedback to the Rape Crisis Scotland National Coordinator

Working with others

- Participate in regular support and supervision sessions
- Participate in team meetings.
- Develop and ensure the effective implementation of relevant referral processes to ensure survivors of sexual violence have enhanced access to support and advocacy services throughout their involvement in the criminal justice process

Recording and Reporting

- Contribute to monitoring and evaluation frameworks to evidence the impact of the advocacy service for survivors of sexual violence and for partner agencies; including production of statistical data and participation in any evaluations which may be commissioned
- To ensure clear, accurate and confidential records relevant to the work of the post are kept.
- To produce regular reports on activities as required.

Training

- Attend training as required.
- Contribute to the learning and development of staff and volunteers.

Other Responsibilities

- Contribute to the running of the FRASAC Offices including housekeeping and supporting other projects
- Safekeeping of confidential information at all times
- Adhering to all FRASAC's policies and procedures including health, safety, and security at all premises used in connection with the fulfilment of the duties of the post.
- Any other duties that are relevant to the post and agreed with the Services Manager / Team Leader.

Induction

- A comprehensive induction will be provided by FRASAC. Induction training will also be provided on FRASAC's policies and procedures.
- This job description is not exhaustive and, following consultation, the post holder may be required to fulfil other responsibilities and tasks or cease any of the tasks given above.

Person Specification: Support & Advocacy Trauma Practitioner

Criteria	Essential	Desirable	Method Assessed
Knowledge & Understanding	<p>A feminist analysis of sexual violence.</p> <p>Understanding of the impact of rape and sexual abuse</p>	<p>Knowledge of Scottish legislation, policy and government strategy in relation to rape and sexual violence</p> <p>Understanding of the factors that may help or hinder reporting or disclosure of sexual violence</p> <p>Understanding of independent advocacy principles</p>	Application Form Interview
Experience	<p>Experience of providing advocacy, crisis, emotional and practical support and information.</p>	<p>Experience of working with people affected by rape or sexual abuse</p> <p>Experience of multi-agency working at both case and policy levels.</p> <p>Experience of the Criminal Justice system and the process survivors go through when reporting a Sexual Assault.</p>	Application Form Interview
Skills & Abilities	<p>Excellent communication and negotiation skills.</p> <p>Capable of using own initiative and of meeting tight deadlines.</p> <p>Excellent organizational skills.</p> <p>Skilled in use of IT e.g. for case notes, email, internet searches.</p> <p>Ability to communicate confidently and persuasively with a variety of groups, organisations and agencies.</p>	<p>Monitoring, data analysis and evaluation skills</p> <p>Report writing skills</p>	Application Form Interview & References
Qualifications		Rape Crisis Scotland, Violence Against Women or Gender Based Violence training.	Application Form
Other	<p>Commitment to equality & diversity and anti-discriminatory practice.</p> <p>Ability to work flexibly and to do evening /weekend work as required.</p> <p>Use of a car with business insurance and a full clean driving license.</p>		Interview

Fife Rape and Sexual Assault Centre strives to be an equal opportunities employer and welcomes applications from women from all sectors of the community. Under Schedule 9 of the Equality Act 2010 only women are eligible to apply.

Reg Scottish Charity SC033050.

Policy on the Recruitment of Ex-offenders and secure handling etc. of Disclosures

This document does not form part of your contract of employment and may be changed from time to time in line with current best practice and statutory requirements, and to ensure that organisational needs are met. You will be consulted and advised of any changes as far in advance as possible of the change being made, unless the change is required by statute.

Aim of Policy

The aim of this policy is to state FRASAC's approach towards employing people who have criminal convictions and to ensure consistent and fair practices are implemented in the recruitment of staff and volunteers who have a criminal record to paid/unpaid posts within FRASAC. The policy also sets out our approach to dealing with confidential disclosure information.

FRASAC is committed to equality of opportunity for all job applicants and aims to select people for employment on their individual skills, abilities, experience, knowledge and, where appropriate, qualifications and training. FRASAC will therefore consider ex-offenders for employment on their individual merits. Our approach towards employing ex-offenders differs; however, depending on whether or not the job is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (Please also refer to page 2 for further information).

Having a criminal record will not necessarily debar an individual from working with FRASAC. This will depend on the nature of the position, together with the circumstances and background of the offence(s).

FRASAC will ensure that all of our staff involved in the recruitment process are aware of this policy.

Advertising, Application pack & Interview procedures:

All applications forms, job adverts, careers literature, web-site and any other appropriate literature will contain a statement that a Disclosure will be requested in the event of the individual being offered the position at FRASAC. Please refer to the Disclosure Scotland section within the policy for further information.

At interview or in a later separate discussion, FRASAC will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position applied for could lead to withdrawal of an offer of employment.

When receiving a Disclosure which shows a conviction, FRASAC will take into consideration:

- Whether the conviction is relevant to the position being offered.

- The seriousness of the offence revealed.
- The nature of the offence revealed. Specifically, if a sexual offence is revealed.

FRASAC will contact Disclosure Scotland for further information on the Act under which the offence has been committed. If the offence falls under the Civic Government (Scotland) Act (Section 46) and therefore relates to soliciting, FRASAC will not discriminate against an applicant on these grounds.

- The length of time since the offence took place
- Whether the applicant has a pattern of offending behaviour
- Whether the applicant's circumstances have changes since offending took place

Jobs covered by the Rehabilitation of Offenders Act 1974

FRASAC will not automatically refuse an individual employment because they have a previous criminal conviction.

During job interviews, FRASAC will ask job applicants to disclose any unspent convictions, but will not ask job applicants questions about spent convictions, nor expect them to disclose any spent convictions.

If an applicant has a conviction that is not spent and if the nature of the offence is relevant to the job for which they have applied the selection panel will review the individual circumstances of the case. Depending on the circumstances of the convictions, the interview panel may, at its discretion, decline to select the individual for employment.

If an employee is charged with, or found guilty of a criminal offence during the course of their employment with FRASAC, they will be required to immediately inform their Line Manager. FRASAC will review the circumstances of the case the employee's contract of employment with FRASAC may be terminated in line with the appropriate procedures. (Please refer to the Disciplinary Policy).

In addition, if FRASAC have investigated and concluded that an employee may have behaved in a harmful way towards a person or persons in a vulnerable group, FRASAC will be obliged to report this to Disclosure Scotland.

Jobs that are exempt from the Rehabilitation of Offenders Act 1974

If the vacancy is one of the excluded jobs listed in the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Amendment Order 2015, FRASAC will require the applicant to disclose all convictions, whether spent or unspent unless the conviction is classed as 'Protected' (i.e. minor historical convictions). Even in these circumstances, however, FRASAC will not refuse to employ a particular individual unless the nature of the conviction has some relevance to the job for which the individual has applied.

A full list of convictions that must be disclosed and convictions that should be disclosed subject to rules is available on the Disclosure Scotland website: www.disclosurescotland.co.uk.

Furthermore, if the job is exempt, FRASAC will, once it has selected the person to whom it wishes to offer employment, seek documentary evidence about that person's criminal convictions. The preferred applicant will be required to be a member of the Protecting Vulnerable Groups (PVG) Scheme.

If the successful candidate is already a member of the PVG Scheme, FRASAC will request a 'Scheme Record update' to check their membership and vetting issues after a conditional offer of employment has been made. If the successful candidate is not a member of the PVG Scheme, a conditional offer of employment will be made dependent on them becoming a member of the scheme and having a satisfactory scheme record.

Disclosure Scotland Check (PVG Scheme):

FRASAC complies fully with the Code of Practice, issued by Scottish Ministers, regarding the correct handling, holding and destroying of Disclosure information provided by Disclosure Scotland under Part V of the Police Act 1997 (“the 1997 Act”), for the purposes of assessing applicants' suitability for employment purposes & voluntary positions.

FRASAC also complies fully with the Data Protection Act 1998 and other relevant legislation pertaining to the secure handling, use, storage, retention and disposal of Disclosure information. This policy is available to anyone who wishes to see it on request.

FRASAC will undertake to discuss any matter revealed in a Disclosure with the candidate of that Disclosure before considering withdrawing a conditional offer of employment. Note that FRASAC is only able to discuss what is contained on a Disclosure Certificate and not what may have been sent under separate cover by a police force.

FRASAC will use Disclosure information only for the purpose for which it has been provided, and we will ensure that it is not used or disclosed in a manner or for a purpose incompatible with that purpose.

FRASAC will hold and process personal data only with the express consent of the individual.

FRASAC will notify the individual of any non-obvious use of the data, including further disclosure to a third party, identifying the data controller, the purpose for the processing, and any further relevant information.

Data Protection

FRASAC also complies fully with its obligations under the Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of Disclosure information. This policy is available on request.

Storage and Access

Disclosure information is never kept on an applicant's personnel file and is always kept separately and securely, in lockable, filing cabinet with access strictly controlled and limited to those who are entitled to see it as part of their duties.

Handling

In accordance with section 124 of Police Act 1997 and other related law, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom Disclosures or Disclosure information has been revealed and we recognise that it is a criminal offence to pass this information to anyone who is not entitled to receive it.

Usage

Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given. We will not share disclosure

information with a third party unless the subject has given their written consent and has been made aware of the purpose of the sharing.

Retention

FRASAC do not keep Disclosures or Disclosure information for any longer than is required after the recruitment (or any other relevant) decision has been taken. In general, this is no longer than 90 days. This is to allow the resolution of any disputes or complaints. Disclosure information will only be retained for longer than this period in exceptional circumstances which justify longer retention FRASAC will consult with Disclosure Scotland about this. The same conditions relating to secure storage and access will apply during any such period.

FRASAC will not keep any photocopy or other image of the Disclosure or any copy or representation of the contents of a Disclosure. However, notwithstanding the above, we will keep a record of the date of issue of a Disclosure, the name of the subject, the type of Disclosure requested, the position for which the Disclosure was requested, the unique reference number of the Disclosure and the details of the recruitment decision taken.

Disposal

Once the retention period has elapsed, we will ensure that any Disclosure information is immediately destroyed by shredding. FRASAC will ensure that Disclosure information which is awaiting destruction will not be kept in any insecure receptacle (e.g. a waste bin or confidential waste sack).

Useful links:

- Disclosure Scotland Code of Practice: <http://www.disclosurescotland.co.uk/>
- Data Protection Act 1998: <http://www.legislation.gov.uk/ukpga/1998/29/contents>
- Police Act 1997: <http://www.legislation.gov.uk/ukpga/1997/50/contents>

Related Policies:

- Recruitment and Selection
- Equal Opportunities
- Confidentiality
- Adult Protection
- Data Protection
- Disciplinary