



Join  
our  
team!



**STAYING PUT**  
Domestic & Sexual Abuse Support Services

Young Person's Domestic  
Abuse Advocate (YPDAA)

WE LISTEN  
WE BELIEVE  
WE ACT

# About Staying Put

## Introduction from our Chief Executive



Staying Put has been transforming lives for over 24 years, rebuilding families and providing vital support to those affected by domestic abuse and sexual violence. From our humble beginnings, we have grown into one of the most respected and specialised service providers in the North of England.


As part of Bradford Survive & Thrive, alongside Family Action and WomenCentre, we place survivors at the heart of everything we do. Our innovative, trauma-informed services primarily support women and children across the Bradford district and more recently across West Yorkshire.

We are committed to continuously improving the survivor experience, ensuring that everyone accessing our services feels safe, supported, and empowered. This is made possible by our fantastic, dedicated staff team and an organisational culture driven by passion, care and excellence both for the people we serve and for our colleagues.

### Our ethos


We proudly adopt a feminist approach to our work. We acknowledge that women and girls face discrimination due to their gender, and we reject the ideology that women are worth less than men

## Our Vision



Our vision is to live in a world free from domestic abuse and sexual violence, to be the change and inspire others to follow our example

## Our Mission



Our mission is to lead the way in quality service provision to victims of domestic abuse and sexual violence, to remove the barriers that prevent people from speaking out and seeking help. We listen to the voices of survivors, believe in them and act to protect them.



# Community Team

## Our year in figures- Community team

(2024-25)



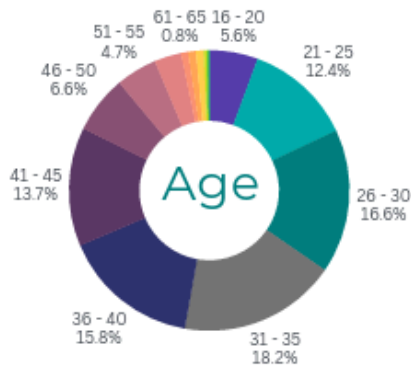
**3,202**

Individual referrals into  
Community Services  
Teams

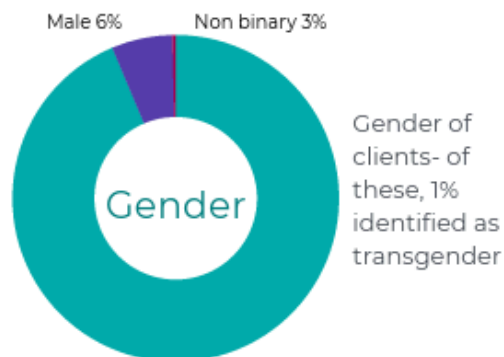


**6,721**

Total IDVA/ISVA support hours.



Age of clients



Gender of clients- of these, 1% identified as transgender

Female 93.7%



**2,019**

Clients receiving IDVA/ISVA support



**1,183**

Onward referrals, signposting, advice, and guidance provided to both survivors and professionals

Our community team supports victims and survivors, across diverse communities, at all risk levels. With a team of qualified IDVAs, ISVAs, DA Support Workers & specialist practitioners we offer support and safety planning through a holistic pathway to help individuals manage their situation from crisis to recovery.

In addition, we have a dedicated Early Intervention and Prevention team. This team works across various settings, including in education establishments post Key Stage 4 to raise awareness, knowledge and understanding of violence against women and girls, and offers groupwork to women of all ages to empower them to move forward after experiencing domestic abuse.

# Accommodation Team

Covering 4 refuges and a portfolio of dispersed properties across Bradford and Keighley, the Accommodation Team comprises of IDVAs, DA Support Workers, Children's Support Workers, a Mental Health Advocate and ICT Skills Trainer.

Our team deliver tailored, trauma-informed support to residents, focussing on safety, wellbeing and independence. By co-creating risk management, safety plans and support packages, we safeguard families while promoting empowerment. Using a whole family approach, we ensure children and young people are supported and heard.

## Our year in figures- Accommodation

(2024-25)



**386**

Total referrals to the accommodation service



**141**

Adults and children supported across accommodation services



**91%**

Of clients were better able to manage their mental health



**94%**

Average occupancy



**94%**

said coming to the service had made a positive difference to their lives



**68**

Number of adults that moved on from the service. Of these:



**12**

moved on from refuge into our dispersed as a step towards independent living

# Our Frontline Services

## One Front Door

One Front Door (OFD) is our helpline service that provides a free, confidential gateway to domestic abuse support across Bradford. Available by phone and live web chat, it connects callers to our dedicated team of DA Support Workers, who can offer the right services, quickly and safely, by making the necessary referrals and taking someone from crisis to safety.

### Our year in figures- OFD (2024-25)



**18,595**

Total enquiries through our One Front Door



**6,913**

Referrals to our service



**99%**

Positive feedback from clients



**462**

Webchat enquires



Delivered by WomenCentre, Staying Put and Family Action

# Survive and Thrive - Together we provide



A single point of contact through our One Front Door helpline



Outreach support



Temporary, safe supported accommodation



Group work and counselling



Practical support to stay safe at home and target hardening



Work with families to strengthen their relationships



Work with children to reduce symptoms of trauma



Work with service users and professionals to help them understand the impact of domestic abuse

# About the role



The role of Young Person's Domestic Abuse Advocate (YPDAA), part of the Early Intervention & Prevention Team, will work with young people aged 16-24 who have been affected by domestic abuse. You will ensure they feel safe, heard and empowered by offering trauma-informed, person-centred support.

Working closely with educational settings and partner agencies across the district, you will help to raise awareness, deliver prevention work, and strengthen responses to domestic abuse and healthy relationships.

The role will involve delivering group work with the main focus of early intervention, building resilience, and ensuring young people have the right support at the right time.

You will undertake face to face assessments of need and risk and develop culturally appropriate, individual support plans, signposting and advocating where necessary, to ensure desired outcomes are met.

Part time, 30 hours per week over 4 days.

2 year contract

# About you

Our ideal candidate will have experience of working with young people in a crisis situation, with the ability to deal with unique situations and changing priorities to ensure an effective outcome.

We are looking for someone who can establish positive, proactive and innovative working relationships with services and partner agencies and who has experience of delivering training, presentations or events.

Our ideal candidate will be able to engage and communicate effectively with the desired audience and be empathic and non-judgemental in their approach.

As well as knowledge and understanding of the effects of domestic abuse, we need someone who can work with initiative and have a high level of self motivation with a "can-do" attitude .

Part of the role includes being able to maintain professional boundaries whilst delivering a service of trauma-informed support to young people so experience of working in this way is needed.

We are looking for candidates who are resilient under pressure and have strong team working capabilities and can work with tact and diplomacy.

Women only – \*\* Due to the nature of the role, work and service users, we can only accept applications from women under schedule 9 (part 1) of the Equality Act 2010\*\*

We offer a competitive salary of £ 27,554 - £28,735 FTE per annum & an extensive benefits package.

## **Staying Put is a great place to work with attractive benefits;**

- 30 days annual leave, plus 8 bank holidays (pro rata) and birthday leave
- Employee Assistance Programme
- Flexibility & hybrid working where possible
- Enhanced maternity pay after 1 year
- Annual staff survey
- Workplace pension
- Death-in-service benefit
- Healthcare plan after probation
- Employee discount & wellbeing platform
- Financial wellbeing benefit with access to financial coaches
- Being part of a friendly, supportive team
- We work with Mindful Work Practices
- Free on-site parking at most sites
- Welfare and wellbeing policies, with a commitment to positive mental health
- Being part of an inclusive & diverse organisation
- Clinical supervision with external providers
- Training and development opportunities

**Be part of an organisation that makes a difference every day. Join us on our mission to hear the voices of survivors, believe in them and act to protect them.**

What we  
offer

Don't just take our word for it....

## 2025 Employee Survey Headline Results

89% feel encouraged to prioritise their wellbeing at work

89% would recommend Staying Put as an employer to their friends & family

87% feel their job expectations are clear and realistic

87% feel leaders & managers provide the appropriate support needed

84% feel recognised and appreciated

84% feel valued as an employee

83% feel supported in their professional growth



What our  
staff say

# Employee Wellbeing

Staying Put are proud to be members of the **Employers Domestic Abuse Covenant (EDAC)**. This is a pledge by businesses to support women affected by abuse to enter or re-enter the workplace.

Employers are invited to sign the covenant and identify opportunities within their businesses for women seeking sustainable employment opportunities.



“Many people who leave abusive relationships face an uncertain financial future and as an understanding, compassionate and supportive employer, we can further assist survivors to gain their independence through employment so that they can rebuild their lives and live safely.” Yasmin Khan, Staying Put CEO.

We often find that candidates have lived experience and want to use what they have gone through to “give back”. We support colleagues by offering line manager support, regular supervision, external clinical supervision, peer support, an Employee Assistance Programme and a financial wellbeing benefit.

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We are committed to ensuring positive mental health whilst at work and take our duty of care towards our employees seriously. Staying Put have signed up to the Mental Health at Work Commitment so have pledged to achieving better mental health outcomes and longer-term positive impacts on our employee’s wellbeing.

We want everyone who works here to feel they can be open about maintaining positive mental wellbeing or can ask for support if they need it.



# How to Apply

Staying Put are proud to provide vital services and support to adults, children and young people of Bradford who are survivors of domestic abuse and sexual violence. Our team of committed and dedicated colleagues work with passion and integrity to deliver a holistic package of integrated support in our fast-changing environment.

**We help people have better lives - and you can too.**

For the full job description and how to apply for this exciting opportunity please visit our website <https://stayingput.org.uk/about-us/work-for-us/>

Interested but want an informal chat about the role? Contact Kamaljit Benton, Team Leader at [kamaljit@stayingput.org.uk](mailto:kamaljit@stayingput.org.uk)

**Closing date:** 5pm Friday 8<sup>th</sup> May

**Interview date:** Friday 22<sup>nd</sup> May

## **Volunteering**

If after reading this pack you feel that you would like to gain experience working with survivors, to help in applying for roles in the future, we do offer volunteering opportunities. If this is something you are interested in please email Claire, our Volunteer Co-ordinator at [Claire.percy@stayingput.org.uk](mailto:Claire.percy@stayingput.org.uk) with your details.