Join our team!

STAYING PUT

Domestic & Sexual Abuse Support Services

Raneem's Law Senior Domestic Abuse Specialist

WE LISTEN
WE BELIEVE
WE ACT

About Staying Put

Introduction from our Chief Executive

STAYING PUT
Domestic & Sexual Abuse Support Services

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

STAYING PUT

Domestic & Sexual Abuse Support Services

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.

Our Values

Inclusivity

We respect people, value diversity and are committed to equality. We are guided by treating everyone with fairness, respect and the dignity they deserve.

Integrity

We are open, honest and committed to doing what is best for all those involved in our service. We treat everyone with empathy, understanding and compassion.

Passion

We are dedicated in heart and mind to working with people to overcome challenges, find solutions and achieve goals.

Drive

We will never forget where we came from but we acknowledge the need to evolve. We continuously develop in order to deliver a service that can face the challenge of an ever-changing world.

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

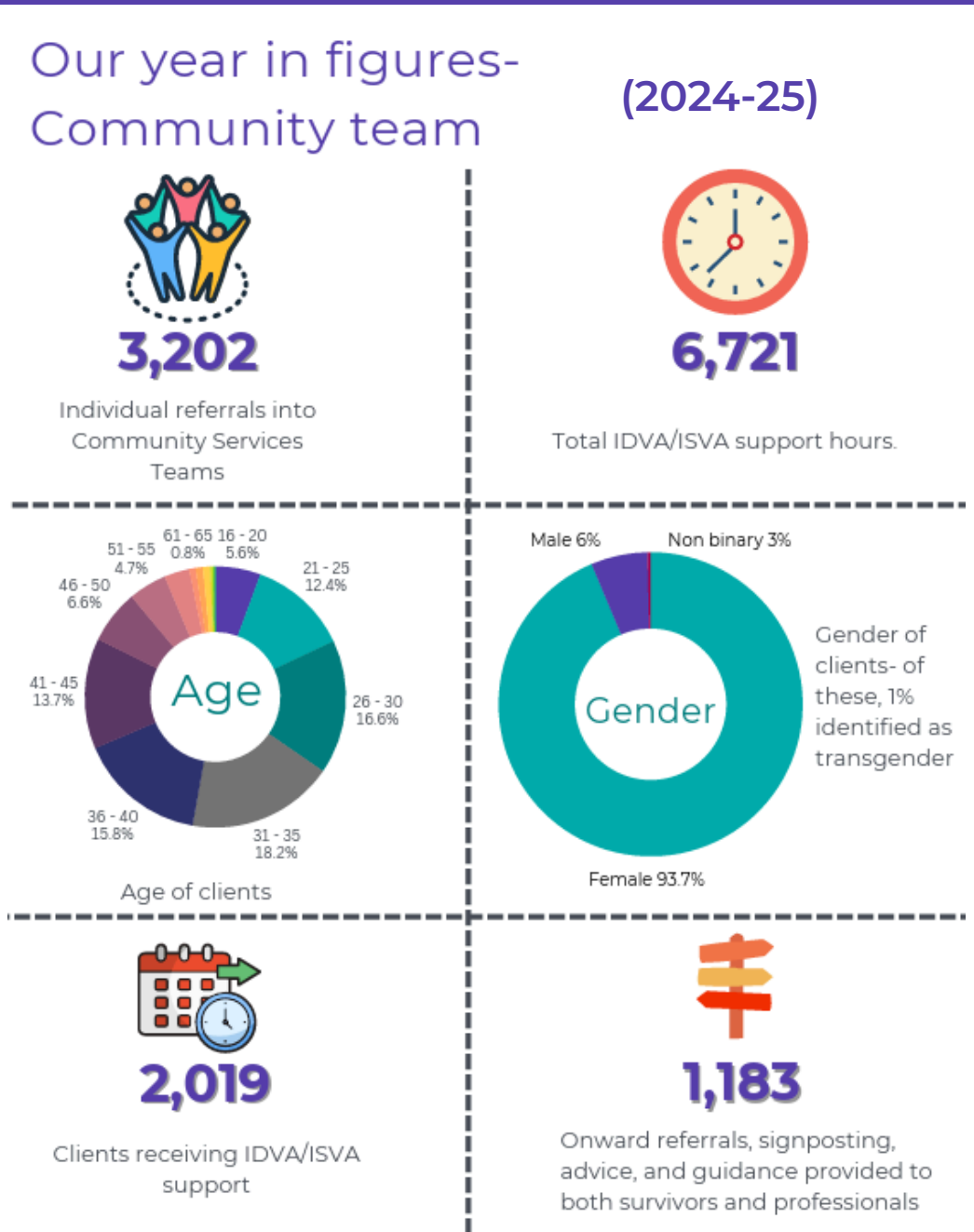
STAYING PUT
Domestic & Sexual Abuse Support Services

6,913
Referrals to our service

99%
Positive feedback from clients

462
Webchat enquires

Community Team



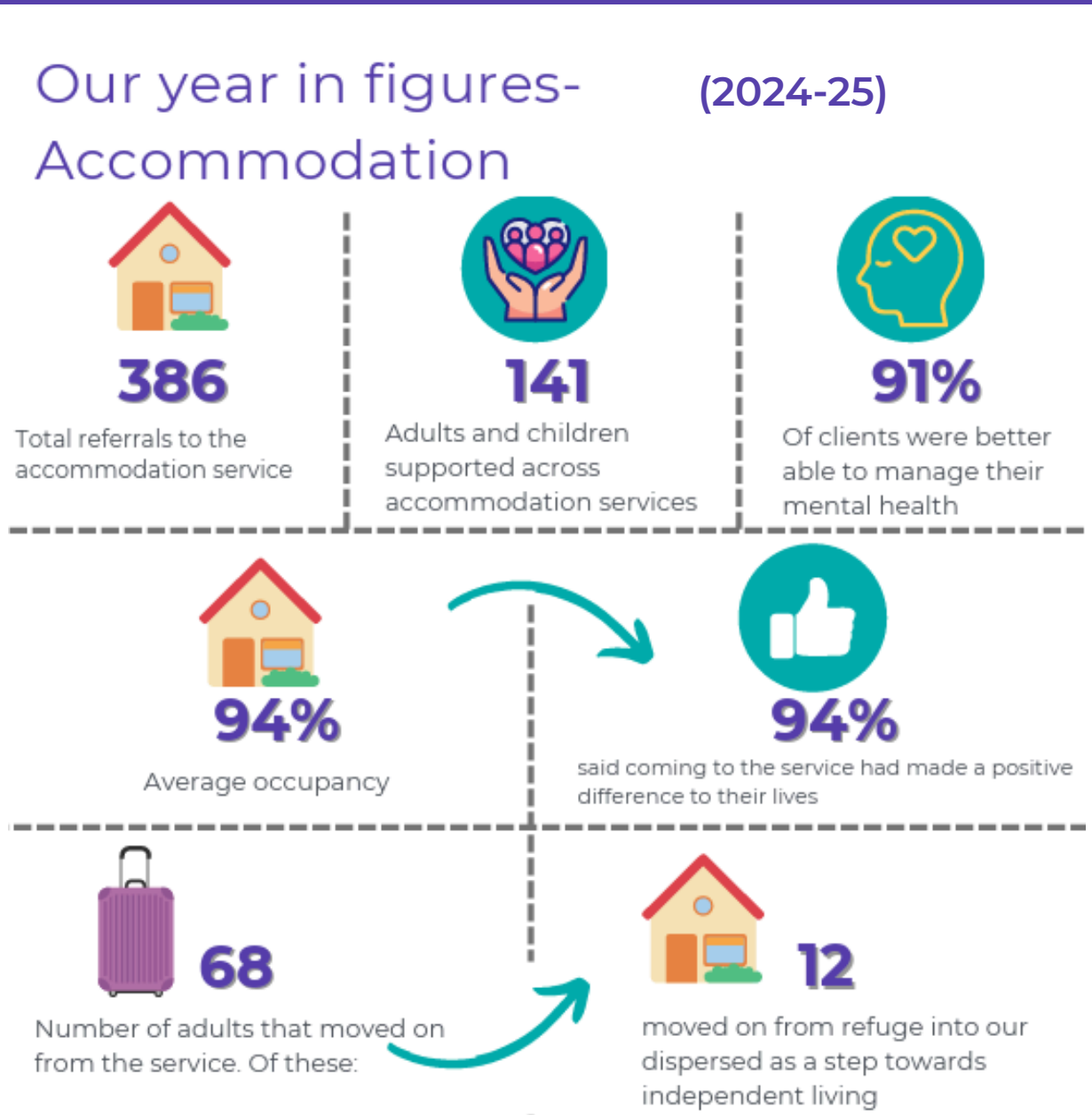
Our community team supports victims and survivors, across diverse communities, at all risk levels. With a team of qualified IDVAs, ISVAs, DA Support Workers & specialist practitioners we offer support and safety planning through a holistic pathway to help individuals manage their situation from crisis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



Survive and Thrive
Bradford

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 Raneem's Law West Yorkshire

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Raneem's Law West Yorkshire
Listening with care.
Acting with compassion.

Raneem's Law is a national initiative designed to strengthen the police response to domestic abuse.

This programme is designed to enhance the quality, consistency, and timeliness of police decision-making at the first point of contact. It focuses on ensuring that risk is accurately identified, victims are meaningfully engaged, and every opportunity to safeguard and protect individuals is fully realised.

As part of the West Yorkshire pilot, a specialist domestic abuse service is being embedded within Contact and Control Centres (CCCs), working in close partnership with West Yorkshire Police. This innovative approach plays a vital role in strengthening frontline responses to domestic abuse, improving victim safety, and promoting a trauma-informed, victim-centred culture within policing.

Based in Bradford or Wakefield, this is a unique opportunity to be part of a collaborative, forward-thinking initiative that delivers meaningful impact for victims and communities.

About the role

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Raneem's Law West Yorkshire
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As a key member of the team, you will provide real-time specialist input into domestic abuse incidents, supporting frontline decision-making within a fast-paced policing environment. You will review risk assessments, monitor emergency calls, and deliver timely operational advice to police officers and call handlers, ensuring effective victim engagement, safeguarding, and risk management.

Operating as a senior practitioner, you will also contribute to the smooth running of daily operations across the Contact and Control Centres (CCCs). This includes participating in an on-call rota, providing escalation support across both sites, and acting as a source of expert guidance for Domestic Abuse Specialists within the team.

This is a predominantly desk-based role with a strong focus on live operational support, quality assurance, and mentoring. You will play a pivotal role in embedding and maintaining consistent, trauma-informed and victim/survivor-centred approaches to domestic abuse across policing practices, driving continuous improvement in frontline responses.

25hrs per week, 10am-1am over 4 week shift pattern, Monday to Sunday.
£35,000 FTE per annum. Actual salary £23,333 per annum.
12-months fixed term initally.

About you

Our ideal candidate will have a recognised domestic abuse qualification or equivalent experience in a relevant field. Ideally you will have experience of MARAC and be aware of the the statutory and voluntary agencies available to support victims.

We are looking for someone who has an in-depth understanding of violence against women and girls with knowledge of safeguarding practices and legislation, who is confident in making safeguarding and risk-based decisions in real-time operational environments.

Our ideal candidate will be organised, have strong listening skills and be an excellent communicator. As a senior practitioner we are looking for someone who has experience of mentoring, supporting and developing others within a team.

As well as experience of working with or alongside the police, we need someone who can analyse complex and sensitive information and provide clear, evidence-based professional advice within a fast-paced service. Strong time-management skills and the ability to apply professional judgement are essential.

We are looking for candidates who are able to work with initiative, have a high level of self motivation with a "can-do" attitude but who can recognise, work with and develop the strengths within a team.

Our ideal candidate will work with attention to detail and be able to manage competing priorities. As well as having excellent risk assessment, and support and advocacy skills.

We offer a competitive salary of £35,000 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)
- Extra day's holiday for birthday
- Employee Assistance Programme
- Flexibility & hybrid working where possible
- Enhanced maternity pay after 1 year
- Annual staff survey
- Workplace pension
- Death-in-service benefit (2x annual salary)
- Healthcare plan after probation
- Employee discount & wellbeing platform
- Financial wellbeing benefit with access to financial coaches
- We work with Mindful Work Practices
- 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 prioitise their wellbeing at work

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

87% feel their job expectatins 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.

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 an informal chat about the role please contact Dina Niemczyk, Project Lead and OFD Manager at dina@stayingput.org.uk

Closing date: 9am Wednesday 24th June
Shortlisting date: Wednesday 24th June
Interview date: TBC