



Join  
our  
team!



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

Raneem's Law Domestic  
Abuse Specialist - Wakefield

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.



# Our Frontline Services

## One Front Door

### 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

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.

# Community Team

## Our year in figures- Community team

(2024-25)



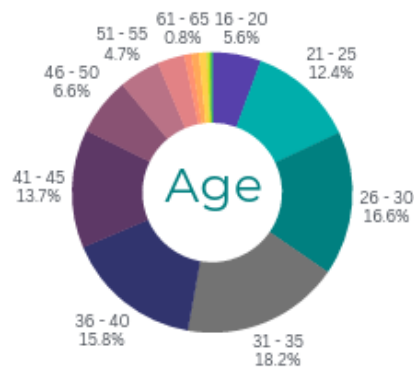
**3,202**

Individual referrals into  
Community Services  
Teams

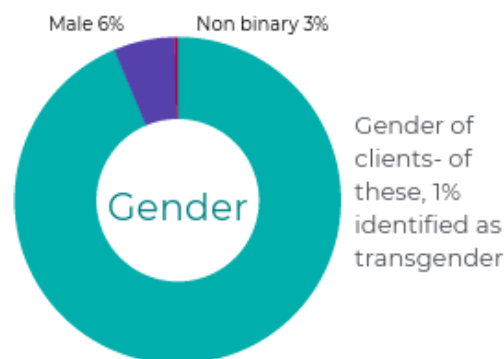


**6,721**

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



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



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



**STAYING PUT**

**Raneem's Law West Yorkshire**

Listening with care.

Acting with compassion.

In this role, you will contribute directly to improving police responses to domestic abuse by providing real-time advice, supporting effective risk assessment, and enhancing victim engagement at the earliest point of contact.

As a key member of the team, you will work in partnership with police officers and staff to strengthen the response to victims and survivors of domestic abuse. Your primary focus will be supporting call handlers, officers, and control room staff to ensure that risk is accurately identified and that appropriate safeguarding measures are put in place from the outset.

This is a predominantly desk-based role within the CCC, where you will play an active part in live operational activity. You will review domestic abuse calls, assess police risk assessments, and provide timely, professional advice to support informed decision-making. Drawing on your expertise and use of police systems, you will help ensure consistent and effective responses in a fast-paced environment.

A significant aspect of the role involves influencing and developing practice. You will support the upskilling of police staff by promoting best practice, sharing specialist knowledge, and embedding trauma-informed, victim-centred approaches across the CCC. Your work will directly contribute to improving the quality, consistency, and effectiveness of frontline responses to domestic abuse.

Avg 36hrs per week, 10am to 1am over a 4 week shift pattern, Monday to Sunday.  
£33,000 FTE per annum. 12-months fixed term initially. Based in Wakefield.

## 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 have supported individuals affected by domestic abuse forced marriage or honour based abuse.

We are looking for someone who has a good understanding of violence against women and girls with knowledge of safeguarding practices and legislation.

Our ideal candidate will have strong listening skills and be an excellent communicator, whilst being empathic and non-judgemental in their approach.

As well as experience of working with or alongside the police, we need someone who can respond to crisis situations within a fast-paced service and make effective and safe decisions. Strong organisational 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. They will also have experience of risk and needs assessment, safety and support planning, ideally with clients with complex needs.

We offer a competitive salary of £33,000 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 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 an informal chat about the role please contact Dina Niemczyk, Project Lead and OFD Manager at [dina@stayingput.org.uk](mailto:dina@stayingput.org.uk)

**Closing date:** Rolling date as candidates apply