

Join our team!

STAYING PUT

Domestic & Sexual Abuse Support Services

Domestic Abuse Car IDVA

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 25 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.

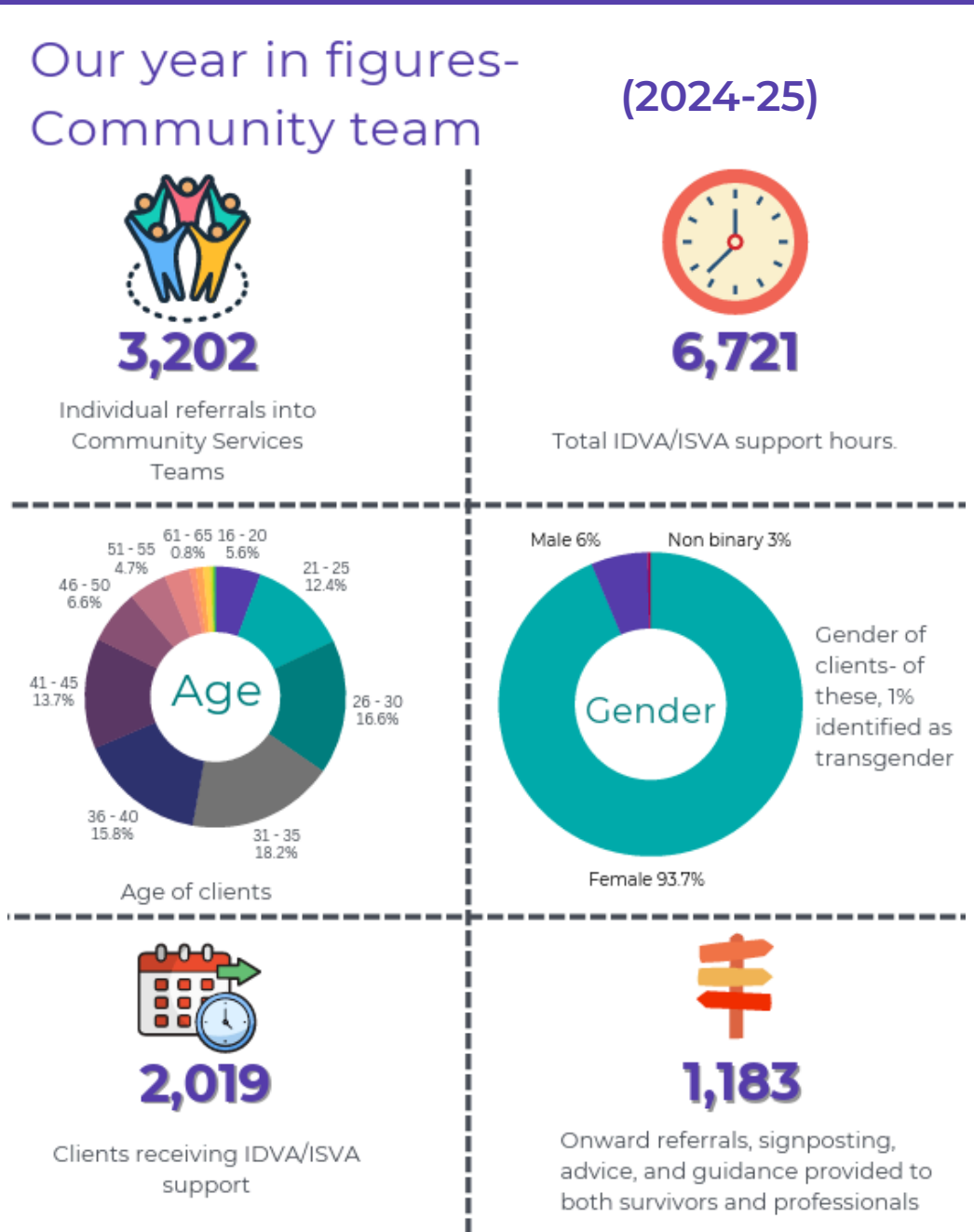
Passion

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.

Community Team



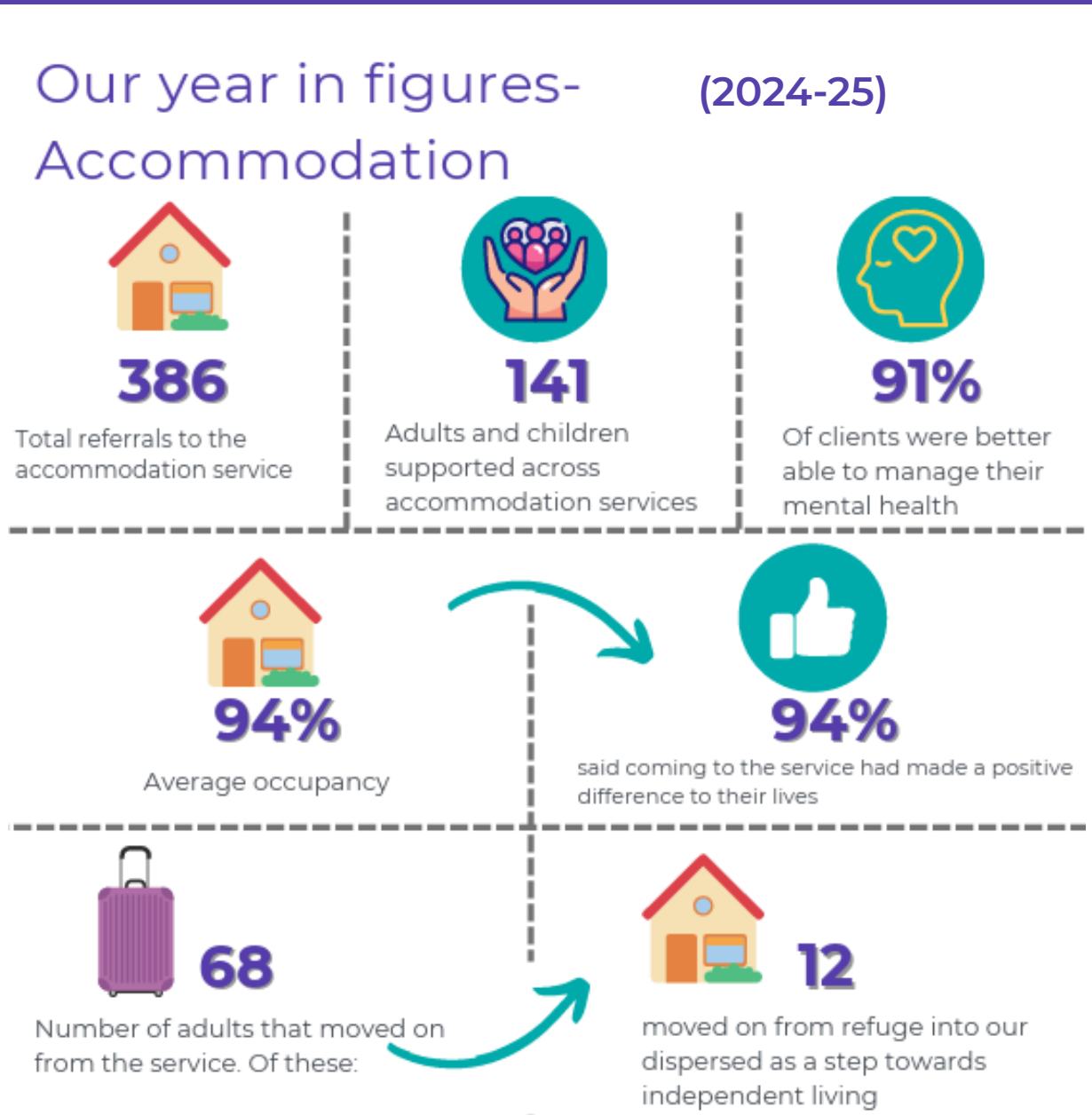
Our community team supports victims and survivors, across diverse communities, at all risk levels. With a team of qualified IDVAs, ISVAs, DA Support Workers & specialist practitioners we offer support and safety planning through a holistic pathway to help individuals manage their situation from crisis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



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

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 the role

STAYING PUT
Domestic & Sexual Abuse Support Services

As part of the Survive and Thrive Bradford partnership, you'll join a dedicated multi-agency team providing vital support when people need it most.

Working alongside the police, you will be one of the first professionals to engage with victims following a domestic abuse incident. As a First Response IDVA, you'll offer immediate practical and emotional support, helping individuals understand their options, stay safe, and access the services that can support their recovery and wellbeing.

This is a varied and rewarding role where no two days are the same. You'll carry out risk and needs assessments, develop personalised safety and support plans, and work closely with partner agencies to ensure victims receive a coordinated and timely response. Your intervention will help reduce repeat victimisation, improve safety, and create clear pathways into longer-term support.

Reporting to the Community IDVA Team Leader, you'll be part of a passionate and experienced team committed to empowering victims, promoting safety, and helping people rebuild their lives.

Full time - Monday to Friday, £30,900 per annum.

About you

We are looking for a compassionate, resilient, and proactive individual who is passionate about supporting people affected by domestic abuse and sexual violence. As a qualified IDVA you will have experience delivering direct support to victims and survivors and a strong understanding of safeguarding principles and processes.

Comfortable working in challenging and fast-paced environments, you will be able to manage changing priorities, make sound decisions, and respond effectively to complex situations.

You will be a confident communicator with excellent listening skills, able to build trust quickly with people in distress and adapt your approach to meet individual needs.

You'll have experience of working collaboratively with partner agencies and a proven ability to build and maintain positive professional relationships to achieve the best outcomes for service users.

Our ideal candidate will be a motivated team player with strong organisational skills, the ability to prioritise workloads effectively, and experience of working to targets and quality standards.

You will be confident using IT systems, including databases and Microsoft Office applications, and able to maintain accurate and timely records.

Knowledge of DRAM and MARAC processes, relevant housing, criminal, civil and welfare rights legislation, and supporting victims through the criminal and civil justice systems would be advantageous.

We offer a competitive salary of £ 30,900 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
- 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 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 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/

For an informal chat about the role please contact Siobhan, Community Team Leader at siobhan@stayingput.org.uk

Closing date: 12 noon Thursday 3rd December
Interview date: W/C 7th December

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 volunteering@stayingput.org.uk with your details.