

Beyond the Streets: Research & Impact Officer

Dear Applicant,

Thank you for expressing an interest in the above post. Beyond the Streets is a small charity with a big determination to see routes out for women selling sex in the UK. The role of Research and Impact Officer is crucial in supporting with monitoring and evaluation and in contributing to the design and delivery of innovative research which builds the case for tackling sexual exploitation in the UK. Working closely with the Research and Impact Manager, this role ensures that the work of Beyond the Streets is informed by learning from lived experience, practitioner experience and academic research; producing a variety of research outputs that inform service development, training content, and policy proposal development.

You will be a champion of the cause and have a passion for supporting women who face multiple disadvantages and be familiar with a Violence Against Women and Girls (VAWG) perspective. You will have experience in conducting research in the humanities or social sciences. You will have great interpersonal skills, strong written and verbal communication skills and be able to work independently as well as part of a team. We are looking for someone with energy, motivation, skills, and experience; someone who can understand the big picture and can deliver to deadlines.

Beyond the Streets is a charity inspired by Christian values. This belief inspires us to work with acceptance, value and mutual respect for all. We promote a healthy work life balance and regularly reflect on our boundaries and our strategy for the year. We genuinely seek to work as a team and ensure that no one is 'rescuing' or working outside their allocated hours. You will be joining a growing team at Beyond the Streets. We currently have 18 members of staff, with a mix of full-time and part-time working patterns. The role will be based at either our East London or Southampton office. Remote working will be considered for the right candidates but there will be visits required to our offices in Southampton and East London.

Please find enclosed in this Recruitment Pack the following information:

- 1) Information for Applicants (p.3-4)
- 2) Our Manifesto (p.5)
- 3) Job Description (p.6-7)
- 4) Person Specification (p.8)

Please complete the **Application Form** giving as much information as you can that is relevant to the job you are applying for.

It is important to us that you complete the **Equal Opportunities monitoring form**. This sheet will be detached from your application and kept separately until we need to contact you. The information given on it will not be used to make decisions about who is short-listed or recruited.

You should submit your completed application form along with the equal opportunities form to:
recruitment@beyondthestreets.org.uk

1. Make sure that you demonstrate in the application form your ability to meet the requirements of the Job Description and Person Specification, by giving clear, concise examples of how you meet each criterion, **as set out in the Person Specification**.
2. The terms **Essential and Desirable** in the Person Specification refer to the importance we will give to your answers when we read your application.
3. See www.beyondthestreets.org.uk and www.doorofhope.org.uk for more information about our charity, as well as our film.
4. You must have all the Essential criteria to be able to do the job on day one. You may need to acquire the Desirable criteria to do the job, but they can be learned in the post.
5. We recognise our responsibility to remove any barriers in our recruitment process. If you have identified any barriers in the Job Description or Person Specification, please tell us of these in your application. We are committed to making any reasonable adjustment to the job where possible, and it would help us to know your needs to do this.
6. Applications will be assessed on a rolling basis and the application process may close early if suitable candidates are identified.

Deadline for applications: Monday 15th April 2024 at 9am

Interview (in person at our East London office): Thursday 25th April 2024

Potential start date: May 2024, depending on candidate availability

We look forward to receiving your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Katie Thorlby', is positioned above the printed name.

Katie Thorlby

Research and Impact Manager

1) Information for Applicants

Equal Opportunities

Beyond the Streets sets a high standard for both its employment practices and its work, and people are recruited based on their merits, skills and abilities. We work towards ensuring that no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, disability, marital status, age, sexuality, political, religious beliefs or trade union activity. We are committed to building a diverse team, so encourage applications from candidates with lived experience of selling sex and/or sexual exploitation and those from diverse backgrounds including Black, Asian or Minority Ethnic candidates.

Genuine Occupational Requirement (GOR)

Due to nature of this role in working alongside women with lived experience of violence against women, this post is restricted to female applicants under Section 9 of the Equality Act 2010.

Safeguarding

We take Safeguarding seriously and invest time, training and thought into the way we interact with women and their children. We are continuously learning as we support women in complex and vulnerable spaces.

Ethos

As a charity inspired by Christian values, we have several key elements that are seen within our work. These are core to our organisational culture and shape our working practices and service delivery. This means:

1. We seek to show genuine care and be inclusive and recognise the intrinsic value in all people.
2. We see everyone as equal in diversity and work to see everyone treated in this way.
3. We believe in transformation and will work to enable people to see positive change in their lives.
4. We take a long-term approach and see the importance of persevering and celebrating progress.
5. We see the value of working together, addressing conflict and partnering to see lives changed.
6. We are sensitive to the misuse of power and recognise the importance of working alongside those we seek to serve.

Whilst these are our organisation's core beliefs, we will never look to impose them on anyone. Anyone looking to join the Beyond the Streets team, either as staff or in a voluntary capacity must respect this ethos and will be expected to work within this framework to assist the charity towards achieving our vision of ending sexual exploitation.

Violence Against Women and Girls (VAWG) Perspective

At Beyond the Streets, we come in to contact with groups and individuals from various perspectives on prostitution/selling sex and value this diversity. Having said this, over the years our perspective has developed and has been informed by our service users. We recognise that women's experiences of the sex industry vary but, overall, we view prostitution as a form of 'violence against women and girls' (VAWG) due to the harm we have found to be inherent. Central to this perspective is an understanding of

the abuse of power and/or vulnerability faced by those who are sexually exploited or engaged in survival sex.

Lived Experience

We actively seek to recruit a diverse workforce which includes women with Lived Experience. This comes in many forms, but in this context, we refer to those who have had experiences of selling sex and/or sexual exploitation. As an organisation there is no expectation on individuals with Lived Experience to publicly draw on this experience in their work for Beyond the Streets, and we follow your lead on how much you want to share your story in multiple spaces, including within our own team.

Short-listing

If you have not been contacted within a week of the closing date for the job application, please assume your application has been unsuccessful on this occasion and we thank you for taking the time to fill in the application form as well as an interest in working with Beyond the Streets.

OUR MANIFESTO

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We see the possibility of life beyond sexual exploitation.

We work tirelessly to stop the abuse.

We work to see women safe from coercion, violence and exploitation.

We see women's lives limited by the labels placed upon them – Prostitute. Sex Worker. Client. Case. We work with her to write a different story. We see a woman. A daughter. A friend. A family member.

We want to see women not defined by their past but energised by their future.

Our work maps out possibilities with her and joins her on her journey as she walks towards the goals she sets.

We champion belief in change and a better future.

We celebrate women overcoming adversity and overcoming the barriers which would hold them back.

We recognise that we cannot do this alone.

We know that sexual exploitation happens in every community and so it takes the involvement of entire communities to tackle it together.

We work with others, hosting a national network of affiliated projects who share our commitment to the cause.

We know we are stronger together.

We want to ensure her story is heard.

We recognise her as the expert of her own experience and we make space in a noisy arena for her experience to be heard.

She knows she is not alone or misrepresented.

We know that those most in need don't get the treatment they deserve.

We work with those on the frontline – Police, Social Workers, Health Professionals – to improve women's experience of seeking support.

We think every woman deserves to be met with a compassionate response.

We know that the injustice we respond to is not isolated, but part of a much bigger picture – a local expression of the global injustice of violence against women that preys on the vulnerability of women in every community.

We will not stop fighting against sexual exploitation. We fight on, until every individual is free to thrive, free from sexual exploitation.

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2. JOB DESCRIPTION: RESEARCH & IMPACT OFFICER

Location: East London or Southampton (flexible and remote/home working considered on agreement).

Hours of work: 35 hours per week. Open to considering 28 hours per week depending on candidate and level of experience.

Line Manager: Research and Impact Manager (based in London)

Leave: 25 days plus bank holidays (FTE)

Salary: £27,500 - £29,500 (FTE) depending on experience (plus London Weighting where applicable).

Pension: 5% contribution, 3% Employee Contribution

Contract: Permanent

This post will work alongside survivors of sexual exploitation and is therefore restricted to female applicants only under Section 9 of the Equality Act 2010.

Purpose of the Organisation:

- Ending sexual exploitation through enabling routes out for women selling sex
- Recognising the barriers to exit and providing women in the sex industry with direct support to overcome these
- Enabling new projects, alongside developing and equipping a network 40+ affiliated projects in the UK
- Influencing policy, practice and public discourse in the UK alongside survivors

Scope of Job:

This role is to work with the Research and Impact Manager to ensure that the work of Beyond the Streets is informed by learning from lived experience, practitioner experience and academic research. The role will assist with the development and lead on the maintenance of the monitoring and evaluation systems within Beyond the Streets to enable the organisation to make evidence-driven decisions. This will involve the management and analysis of data to support reporting requirements and inform service delivery development. In addition, this role will contribute to the design and delivery of innovative research projects including peer led research.

Duties and Key Responsibilities:

- 1) Reporting to the Research and Impact Manager, contribute to the design and delivery of monitoring and evaluation work within the organisation to measure the difference Beyond the Streets is making towards tackling sexual exploitation, and to support the organisation to make evidence-driven decisions.

- 2) Lead on the maintenance and reporting of direct support data through Lamplight within the organisation and support teams across the organisation to design and improve M+E frameworks to assess the difference made by their work, acting as a driving force for improvements in data collection and reporting.
- 3) Contribute to the design and delivery of innovative research projects including peer led research to expand our evidence base to make the case for tackling sexual exploitation in the UK.
- 4) Review the quality of quantitative and qualitative data to support accurate and timely reporting to the Senior Leadership Team, the Board of Trustees, and external donors.
- 5) Support knowledge sharing among our affiliate network, contributing content for our affiliate communication channels, training events and webinars.
- 6) Collect and present data using a range of presentation methods, e.g., dashboards (static and dynamic), maps, graphs and PowerPoint, any of which may be used to contribute to reports and presentations to arrange of audiences (information must be presented in an appropriately accessible way).
- 7) Assist with the dissemination of research findings, within and outside the organisation, including key recommendations for practice improvement and policy.
- 8) Keep up to date on research and policy developments related to sexual exploitation and the sex industry and communicate these effectively to the Beyond the Streets team and wider network.
- 9) Work closely with external research partners ensuring data and analysis represents real insights into pressing issues facing those involved in the sex industry.

Organisational involvement and continual development

- 10) Champion the cause.
- 11) Commit to strong partnership work and regular communication and 1-1's with your line manager.
- 12) Support and promote inclusion, diversity and equality of opportunity in the workplace.
- 13) Proactively develop your understanding of survival sex and sexual exploitation, Trauma Informed approaches as well as continuous professional development.
- 14) Be flexible and carry out other associated duties as may arise, develop or be assigned in line with the broad remit of the position.
- 15) Adhere to confidentiality policies and safeguarding procedures.
- 16) Ensure databases are maintained to a good standard.
- 17) Work safely and considerately in all Beyond the Streets' offices.
- 18) Commit to a good working relationship with the Impact team and the wider Beyond the Streets team (based in East London and in Southampton) supporting the healthiness of the whole team in two locations.
- 19) Treat with confidentiality any personal, private or sensitive information about individual organisations, clients, staff and project data.
- 20) Representing the organisation at specified events and networks as agreed.

(The above job description reflects the position at the time of writing; it is not intended to be a task list but indicates the general level of work involved. It is expected that duties will be reviewed and revised as required.)

3. PERSON SPECIFICATION: RESEARCH & IMPACT OFFICER

Person Specification: Research and Impact Officer		
Criteria		Measured
1. Experience	<p>Essential</p> <ul style="list-style-type: none"> a) Experience of conducting quantitative and qualitative research or evaluations, including designing and conducting surveys, focus groups and in-depth interviews. b) Can display understanding of different outcome measurement tools and knowledge of appropriate analyses. c) Familiarity with analysing datasets, including proficient use of Excel, to address data quality issues and draw out insights and recommendations. d) Working collaboratively and effectively with a wide variety of people both internally and externally, at all levels. e) Experience with a variety of ways of presenting complex data clearly. <p>Desirable</p> <ul style="list-style-type: none"> f) Demonstrated interest or experience of working with women facing multiple disadvantages and /or women involved in the sex industry. g) Experience in the use of computerised client record systems, reporting tools, and databases (such as CRM systems, including developing queries and reporting) and of training and supporting staff in their correct use. 	Application Form/ Interview
2. Education / Qualifications	<p>Essential</p> <ul style="list-style-type: none"> a) Degree /equivalent qualifications in social sciences, humanities, human rights or other related disciplines, and/or significant work experience. <p>Desirable</p> <ul style="list-style-type: none"> b) Masters/ Doctorate 	Application Form/ Interview
3. Skills /Abilities	<p>Essential</p> <ul style="list-style-type: none"> a) Excellent planning and organisational skills b) Excellent written and verbal communication skills and ability to present complex concepts in plain English c) Highly numerate and logical with proven skills in qualitative and quantitative analysis d) A methodical approach with meticulous attention to detail e) Ability to plan and prioritise workload within a context of multiple demands 	Application Form/ Interview (A pre-prepared presentation will be asked of you at interview)

	<ul style="list-style-type: none"> f) Strong IT skills (Word, PowerPoint, Excel, Database/Salesforce) g) Self-motivated with confidence to work alone but can also work co-operatively and flexibly as part of a team. <p>Desirable</p> <ul style="list-style-type: none"> h) Internal and external networking – building strong relationships and partnerships i) Track record of adhering to data protection regulations 	
<p>4. Personal Qualities & Other Requirements</p>	<p>Essential</p> <ul style="list-style-type: none"> a) Commitment to the core values and ethos of Beyond the Streets b) Highly developed sense of self-awareness, and ability to work with different points of view c) Commitment to anti-discriminatory practice and equal opportunities and an ability to apply awareness of diversity issues to all areas of work d) Interested and motivated to further your own skills and knowledge e) Adaptable and flexible to changing environments and holistic ways of working f) Personal satisfaction from ensuring tasks are completed to a high standard 	<p>Application Form/ Interview</p>