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| **Job Title: Refuge and Outreach Support Worker – 35 hours / week**  **Closing Date**: Monday 13th October 2025 4pm.  **Interviews to be held between**: Thursday 30th October, Friday 31st October & Monday 3rd November 2025 |

**Applications should be emailed to: recruitment@abwa.org.uk**

**1. PERSONAL DETAILS:**

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| --- | --- | --- | --- |
| Full name |  | Mobile: |  |
| Address |  | Landline |  |
| Email |  | N.I. No.: |  |

**2. REFERENCES**

Please give details of TWO referees, one of whom MUST be your current or most recent employer.

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| --- | --- |
| 1. Name: | Address: |
| Occupation: | |
| Email Address: | |
| Is this an **Employment** or **Personal** referee? | **We will only contact referees after interview and if we make you a conditional offer** |
| 2. Name: | Address: |
| Occupation: | |
| Email Address: | |
| Is this an **Employment** or **Personal** refer | **We will only contact referees after interview and if we make you a conditional offer** |

**CRIMINAL CONVICTIONS DECLARATION FORM**

The Rehabilitation of Offenders Act 1974 makes it unlawful for employers generally to take account of offences which are spent. A spent conviction is one for which you are considered to be rehabilitated. The conviction becomes spent after a certain period of time, which varies depending on the type of conviction and the sentence imposed. However, many Argyll and Bute Women's Aid posts involve working directly with vulnerable adults and/or children and these posts are subject to disclosure under the Protection of Vulnerable Groups (PVG) Scheme. In these cases, we are entitled to know about, and take account of, otherwise spent convictions.

We ask you to tell us about unspent convictions, current charges or whether you are under investigation for a criminal offence on this form but the information you give us will only be taken account of if we consider it to be relevant to the job.

You should be aware that if the post you have applied for is subject to the PVG Scheme, any job offer will be subject to an application to the PVG scheme. The report from the scheme will disclose to us any otherwise spent convictions which you may have. You should take this into account when deciding whether to continue with your application.

If you have convictions which we consider might disqualify you from the post applied for, we will tell you this and give you an opportunity to explain the circumstances of the convictions, and why you think you should still be considered for the post.

**You should complete this form and date and sign it. If you have no convictions to declare, please write ‘NOTHING TO DECLARE’ in the box and date and sign the form.** Please give details of unspent criminal convictions, charges pending, or ongoing police investigations into alleged criminal offences in the box below: -

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**ABWA is an Equal Opportunities Employer:** This post is restricted to female applicants under the Equality Act 2010, schedule 9.

**Membership of Protection of Vulnerable Groups (PVG) Scheme is a requirement for this post.**

**3. EMPLOYMENT INFORMATION**

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| --- | --- |
| Period of Notice required by employer: |  |
| Do you require us to make any adjustments to enable you to attend a virtual interview? *(please give details*) |  |
| If you have a disability would special access or modifications to duties enable you to take up the post? |  |
| Are there any restrictions to your residence in the UK which might affect your right to take up employment? |  |
| If YES, please provide details: |  |
| If your application is successful, will you require a work permit prior to taking up employment? *(delete as appropriate)* |  |

**Data Protection Statement**

The information that you provide on this form and that is obtained from other relevant sources will be used to process your application for employment. The personal information that you give us will also be used in a confidential manner to help us monitor our recruitment process. If you succeed in your application and take up employment with us, the information will be used in the administration of your employment with us and to provide you with information about us or a third party via your payslip. We may also use the information if there is a complaint or legal challenge relevant to this recruitment process. We may check the information collected, with third parties or with other information held by us. We may also use or pass to certain third parties’ information to prevent or detect crime, to protect public funds, or in other ways as permitted by law. By signing this application form we will be assuming that you agree to the processing of sensitive personal data (as described above) in accordance with our registration with the Data Protection Commissioner.

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| **DECLARATION:**  I declare that, to the best of my knowledge and belief, the information given is correct and complete. I understand that ABWA reserves the right to withdraw the offer of employment or to terminate employment already commenced if the information provided is inaccurate or misleading in any way. Any job offer is conditional upon receipt of satisfactory references, medical reports and disclosure check.  **Signed: Date:**  **We will accept a typed signature as we will retain your email as evidence of your submitted application** |

**QUALIFICATIONS**

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| --- | --- | --- | --- |
| **Course Undertaken** | **Duration & Dates** | **Study Method** | **Qualification / Result** |
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**Training Courses attended since 2015** (if relevant to this post)

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| --- | --- | --- | --- |
| **Training Course** | **Month/Year** | **Study Method** | **Training Provider** |
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**Employment History**

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| --- | --- |
| Name and Address of Current/Most Recent Employer: | Job Title: |
| Annual Salary: |
| Dates Employed (from / to): |
| Notice Required: |
| Reason for Leaving: | |
| Brief Description of Duties: | |

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| --- | --- | --- | --- | --- |
| Previous Employment *(please give most recent first)* | | | | |
| **Name of Employer** | **Job Title and Brief Description of Duties** | **Start**  **date** | **Finish date** | **Reason for leaving** |
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**The information above this point will be removed prior to shortlisting.**

**Only the information below this point will be used for shortlisting**

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| **Meeting the Person Specification**  Please use the space provided to explain how you meet the criteria for this post.  When completing this section, give detailed examples that demonstrate your skills, knowledge, and experience in relation to the main tasks and responsibilities. Your application will be assessed and scored based on this evidence.  Avoid making general statements such as *“I have 8 years’ experience working in a fast-paced service”* without providing specific examples that show how your experience is relevant to this role. |

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| **Section A: Describe your work experience under each of the following headings. We are looking for details that will demonstrate your skills and experience. Use as much space as you need.** | | |
| 1 | Health and Social Care SVQ level 3, **or** a recognised qualification in Social Work, or Community Education **or** willingness to work towards this. |  |
|  |  |  |
| 2 | Demonstrate your understanding of domestic abuse, gender based violence and coercive control |  |
| Detail your experience |  |  |
| 3 | Demonstrate how you would identify and manage risk to women and or their children experiencing domestic abuse, gender based violence and coercive control. |  |
| Detail your experience |  |  |
| 4 | Experience of working in a supported accommodation setting with vulnerable people. |  |
| Detail your experience |  |  |
| 5 | Demonstrate how you would effectively manage a caseload in refuge and Outreach. |  |
| Detail your experience |  |  |
| 6 | Experience of developing and delivering group work sessions and activities. |  |
| Detail your experience |  |  |
| 7 | Experience of dealing with conflict or challenging behaviours when supporting service users. |  |
| Detail your experience |  |  |
| 8 | Experience of support planning, reviews and ensuring they are completed in line with Scottish Social Services Council (SSSC) Codes of Practice, policies and procedures. |  |
| Detail your experience |  |  |
| 9 | Experience of supporting vulnerable people to secure long/er term accommodation. |  |
| Detail your experience |  |  |
| 10 | Experience of working as part of a team and independently. |  |
| Detail your experience |  |  |
| 11 | Experience of working in a busy environment. |  |
| Detail your experience |  |  |
| 12 | Demonstrate your organisational skills and how you would manage competing demands on your time and meet deadlines. |  |
| Detail your experience |  |  |
| 13 | Demonstrate solution focused, positive approaches to problem solving. |  |
| Detail your experience |  |  |
| 14 | Demonstrate excellent spoken, written and IT communication skills. |  |
| Detail your experience |  |  |
| 15 | Willingness to provide support in the local area/ community. |  |
| Detail your experience |  |  |
| 16 | Experience of working within a confidentiality framework. |  |
| Detail your experience |  |  |
| 17 | Full UK licence with access to a vehicle insured for business use. |  |
|  |  |  |
| 18 | Demonstrate commitment to adhere to ABWA’s policies and procedures. |  |
| Detail your experience |  |  |
| 19 | Demonstrate your understanding and how you adhere to a feminist analysis of domestic abuse. |  |
| Detail your experience |  |  |
| **Personal statement** | Tell us why you are interested in this position and what you feel you could personally bring to the role. Please use Job Description for guidance. |  |
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**10. MEMBERSHIP OF PROFESSIONAL BODIES**

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| Are you a member of a relevant body? |  |
| Title of your registration |  |
| Level / grade of membership (if applicable) |  |
| How long have you been a member? |  |

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