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## Job Description – Support Worker (Tamar)

### All Souls Serve the City

All Souls Serve the City (ASSTC) is a new charitable incorporated organisation (CIO), based at All Souls Church bringing together a breadth of ministries serving those who are vulnerable. Our vision is to see all in London flourish in body and soul. We do this by offering the message & ministry of Jesus, focusing particularly on those who are isolated, overlooked and exploited due to their stage of life or their circumstances. Our ministries reach out from the All Souls parish, to Westminster and beyond. Each ministry is rooted in our values of love, honour and service. Loving the city and all who are in it, we love because He first loved us. Honouring and respecting all others as God's image bearers, we seek to honour others above ourselves. We serve as Christ served us, joyfully and sacrificially.

**Demonstrating our love for one another and for the city, we seek to** bring gospel hope and biblical truth to those who find themselves homeless, women involved in the sex industry including those who are trafficked and exploited, seniors, school children, pre-school children and their carers. Each ministry is rooted and connected into the life of the church, at Langham Place or at our Cleveland Street location. We long to be a people who are all for Jesus, who are transformed by his love, and who take up our cross and follow him (Philippians 2:5-8). We seek to be a church that is known for 'loving our neighbours' and caring for them well.

### Tamar

Tamar is our ministry to women involved in sexual exploitation, some of whom have been trafficked. Formed in 2013 in Westminster, Tamar relies on a broad network of female volunteers who reach out to be-friend people caught up in the sex industry, offering hope through a broad range of practical, emotional and spiritual support, as well as sharing the good news of the gospel.

### Role outline:

Job Title: Support Worker, Tamar  
Contract: 2 year fixed-term contract, with 3 month probationary period  
Band: 4  
Salary: £22,755 + £3,940 London allowance (pro rata)  
Department: All Souls Serve the City  
Location: All Souls Clubhouse, 141 Cleveland Street, London W1T 6QG  
Hours: 4 days per week (requires some flexible evening hours and occasional weekends)  
Reports to: Head of Tamar  
Annual leave: 25 days per year (pro rata)

### Key Relationships:

Line managed by: Head of Tamar  
Key relationships: Tamar staff and volunteers, ASSTC Director and staff, All Souls Support team and external agencies

## The Role

- Seeks to reach women, from a wide range of nationalities, working in the sex industry, both in parlours/flats and on the street, in Westminster and the City of London, with a focus on women from mainland China
- Initiates and builds relationships with these women, providing and facilitating practical help and support, in conjunction with the other Tamar staff and volunteers
- Provides referrals and follow-up of referrals to enable these women to receive specialist support (ie. benefits, legal, medical, etc)
- Identifies new and monitors existing massage parlours and working addresses in Westminster and the City of London
- Liaises closely with churches in London that have significant numbers of Chinese women among their congregations, helping them to engage with issues related to human trafficking
- Assists Head of Tamar with developing resources for other churches to enable them to become engaged in issues of human trafficking.

## Person Specification:

	Essential	Desirable
<b>Education &amp; Qualifications</b>		
Fluent in Mandarin and English	Y	
Cantonese speaker		Y
University graduate or equivalent		Y
<b>Experience &amp; Proven Skills</b>		
Experience of reaching and supporting women involved in the sex industry		Y
Have an understanding of the issues facing Chinese women in the UK and familiarity with cultural issues in mainland China		Y
Knowledge of social services and the ability to make and follow-up on referrals	Y	
Experience of empowering women to exit this lifestyle		Y
Experience of working with vulnerable client groups	Y	
Experience managing a caseload of clients	Y	
Experience working alongside other agencies	Y	
IT & word processing skills (Google applications)	Y	

Experience with safeguarding reporting and following up of concerns		Y
Ability to lead one to one and small group Bible studies in English and in Mandarin		Y
Experience working with volunteers		Y
<b>Christian Commitment and Personal Qualities</b>		
Whole of life disciple wanting to know Christ more and grow in grace, obedience and Christ-likeness themselves	Y	
Have a servant heart and seeks to live a life of Christian integrity	Y	
Evangelical Christian in full sympathy with the vision, mission and values of ASSTC and All Souls Church	Y	
Ability to work independently and be proactive and a motivated self starter	Y	
Ability to work well with within a team	Y	
Ability to communicate effectively both orally and in writing with people from a variety of cultural backgrounds	Y	
Excellent interpersonal skills	Y	
Resilient, with an ability to handle pressured situations with calm, tact and wisdom	Y	
Has a strong self-awareness and knows their own limits	Y	
Committed to self care and pursuing a healthy work-life balance	Y	

**Key Tasks:**

- Initiate and develop on-going relationships with women working in the sex industry
- Offer support and practical assistance to women, when appropriate. This includes making referrals, accompanying women to appointments, accessing local services and conducting one to one Bible studies
- Identifying, mapping out and regularly updating lists of parlours within Westminster and the City of London
- Participating in regular outreach visits in parlours, off street properties and on-street

- Supporting and delegating to volunteers (serving partners) who participate in outreach and who provide one to one support to our client group
- Documenting all visits, creating profiles and updating records on the Tamar database in a timely manner
- Accompanying the Head of Tamar on police welfare visits, as required
- Attending meetings with partner churches, as required
- Support the Tamar team and ASSTC in other areas of ministry, as required

### Safeguarding

This position is expected to play an essential role with respect to safeguarding. This includes:

- Undertaking safeguarding training to the level required for ASSTC's Safe Recruitment Policy
- Implementing the parish safeguarding policy and procedures within all ministry activities
- Recording and reporting any safeguarding issues/concerns and engaging in appropriate follow-up of such issues

### Personal and Professional Development

- Attending and actively engaging as a member of the Tamar team and the wider ASSTC team at team meetings, supervision meetings, and leading prayer at meetings when requested
- Participating in personal and professional development opportunities as agreed upon with the Head of Tamar
- Participating in wider team development and similar opportunities as recommended by the Head of Tamar and/or ASSTC Director.

*There is an occupational requirement that the job-holder is a female and a Christian under Part 1 of Schedule 9 to the Equality Act 2010*

*Safeguarding: conditional offers will be made pending the successful completion of an enhanced DBS check which will be processed by All Souls*

*Please note that All Souls Serve the City cannot sponsor visas at present.*