



**Cymorth i Ferched Cymru**  
**Welsh Women's Aid**

Rhoi Merched a Phlant yn Gyntaf  
Putting Women & Children First

## **ACCREDITATION CONSULTANT FOR WELSH WOMENS AID (REMOTE)**

Welsh Women's Aid is the national umbrella organisation in Wales, working to end violence against women, domestic abuse and sexual violence. We work with survivors, specialist services and partner agencies to prevent all forms of violence against women, and ensure high-quality services that are needs-led, gender-responsive and holistic. This work includes influencing legislation, policy and practice; capacity building and strengthening specialist services; delivering direct services and projects and promoting collaborative working to achieve real change that lasts for survivors.

Our membership includes 19 violence against women, domestic abuse and sexual violence specialist services in Wales that together deliver a national network of lifesaving support for survivors of abuse. As a feminist organisation, the values and principles that inform our work continue to be founded on gender and intersectional equality, human rights and non-discrimination, with a focus on empowerment, collaboration, integrity and excellence.

The Welsh Women's Aid National Quality Service Standards, developed with support from the Welsh Government, form a set of accredited criteria through which dedicated specialist services addressing domestic abuse can evidence their quality. Embodying principles of participation, transparent governance, needs-led, strength based and trauma informed delivery, they set out the nature and standard of service provision necessary to enable survivors of domestic abuse to cope with and recover from their experiences of abuse.

Services are assessed against 62 standards which cover seven different areas:

1. Safety, security and dignity
2. Rights and access
3. Physical and emotional health
4. Stability, resilience and autonomy
5. Children and young people
6. Leadership and prevention
7. Governance and accountability

The assessment process undertaken by consultants will consist of a documentary review, a thematic case-file review, a visit to services (currently virtual), interviews with service users, staff and trustees, and a final decision made by the National Quality Service Standards panel based on the consultant's report.

We invite applications from consultants able to conduct robust and efficient assessments of services against the National Quality Service Standards.

### **Welsh Women's Aid are looking for consultants with:**

#### **Essential:**

- Experience of working with and in organisations in the violence against women, domestic abuse and sexual violence sector (VAWDASV).
- Able to establish and maintain good relationships.
- Strong understanding of service provision and the needs of survivors.



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- Excellent attention to detail and highly discerning. Able to systematically review documentation in order to establish compliance with relevant quality standards.
- Excellent verbal and written communication skills. Able to lead site visits which consist of interviews and focus groups with key professionals and service users. Able to maintain regular contact with members and WWA. Able to draft reports that provide clear information and rationale for decisions.
- Strong organisation skills. Able to maintain accurate records of current information and progress. Experience of managing own workload without direction.
- Non-judgmental, empathetic and solution focused. Good understanding of the challenges faced by specialist domestic abuse services and opportunities for good practice.
- Shares Welsh Women's Aid ethos and values.
- Objective. Independent of specialist services, partnerships and funders in Wales.

### **Desirable:**

- Experience and/or knowledge of similar accreditation processes.
- Knowledge and understanding of national and devolved policies in relation VAWDASV
- Experience and/or knowledge of feminist led VAWDASV practice, management and governance.

Consultants will work closely with services on a time limited basis. They will liaise closely with Services Development Officers at Welsh Women's Aid and work within the terms of Welsh Women's Aid consultancy agreements. Owing to COVID-19 all NQSS assessments are currently taking place remotely and as such we encourage applications from consultants irrespective of their location.

This is open to women only *under the Equality Act 2010 pursuant to Schedule 9, Part 1*. WWA value diversity and are committed to promoting equality. WWA encourage applications from women from all backgrounds and communities. We particularly welcome applications from Black and minority communities and other under-represented groups.

Please note applicants must be available for pieces of work during March and April 2021 and/or October and November 2021.

Welsh Women's Aid also employ consultants as part of our capacity building project, to work with services to build their capacity and increase their sustainability. Please indicate in your application whether you would also wish to be considered for bespoke projects with specialist services in the future – if so, please indicate your areas of expertise be this - management, fundraising, grant applications, tendering, social media, strategic planning, policy development etc.

### **Benefits:**

- Access to training
- Access to counselling and clinical supervision
- Access to workshops to explain the accreditation process and good practice for each assessment stage.

### **Application process:**

Please submit a covering letter explaining your suitability for the role, an up to date CV including references and/or an example of your work to our Service Development Team.

[membership@welshwomensaid.org.uk](mailto:membership@welshwomensaid.org.uk).

Deadline for applications: 12 noon, Wednesday 27<sup>th</sup> January 2021



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Interviews: W/C 1<sup>st</sup> February 2021