

Organisational Information for Applicants

Changing Pathways is a place-based domestic abuse support charity that has been supporting survivors and their children in South Essex and Thurrock for over forty years.

At our core, Changing Pathways aims to end abuse and empower lives. We expect all team members to be fully aligned to our vision, mission and values which are:

Vision

Our vision is of a world in which all can live fulfilled lives, free from domestic abuse.

Mission

We will do this by helping everyone we support find their own pathway out of a life of domestic abuse and change their future for the better.

Values

Our work is driven by our core values

- **Empower** individuals to make their own choices in a safe environment to enable them to regain their independence.
- Work with **respect and dignity**, valuing each individual's experiences and circumstances and advocating for their unique needs.
- **Educate** individuals, professionals, and the public on the devastating impact that domestic abuse has on individuals, local communities and society.
- **Collaborate** and work in partnership to provide the best support for beneficiaries.

Our approach to supporting survivors of this devastating crime is holistic; assisting the survivor to address their immediate safety needs whilst setting them on a pathway to recovery from their traumatic experiences; more positive outcomes in their lives and the lives of their children; and a sustained exit from domestic abuse.

Changing Pathways was founded on a feminist ethos in 1977 following the women's liberation movement of the 1960s and 1970s. Since then, we have developed from a three-bed refuge into an organisation providing safe refuge accommodation for forty-three women and their children at any one time. In

total, our community-based services reach well in excess of 1000 individuals each year.

Today, Changing Pathways delivers high quality support services to survivors of domestic abuse, accredited by Women's Aid Federation (England) through their National Quality Standards. Our current offer includes:

- Safe, temporary refuge accommodation for women and their children unable to remain in their own homes due to violence and abuse.
- Outreach support for individuals experiencing domestic abuse living in the local community.
- Specialist support and advocacy projects for individuals experiencing stalking and harassment; so-called 'honour'-based abuse; and forced marriage.
- An individual parenting education support programme for Thurrock residents.
- Person-centred counselling for adult survivors accessing our services. Male survivors of domestic abuse are able to access support from a qualified male counsellor.
- Play therapy and counselling for the children of service users who have experienced domestic abuse.
- Health-based Independent Domestic Abuse Advisors supporting individuals in a hospital environment.
- Group-based recovery support.

All posts are open to women only under the Equality Act 2010, schedule 9, part 1.