



Changing Pathways

ENDING ABUSE. EMPOWERING LIVES.

Application Pack

2026

Independent Stalking Advocate



Welcome

Changing Pathways is a registered Charity, providing domestic abuse services across the south of Essex, in partnership with Ending Violence in Essex Charity.

We are the Essex County Council commissioned service for **Harlow, Epping, Brentwood, Thurrock and Basildon.**

We deliver a range of services, offering a non-judgemental, trauma informed approach to support men, women and children who are or have experience domestic abuse. This includes:

- **Safe accommodation**
- **Outreach Support**
- **Specialist Services for the Global Majority**
- **Stalking Support**
- **Counselling**
- **Training**

Joining our team means becoming part of a dynamic, innovative, and supportive environment where your growth and success matter. We are passionate about what we do, and we value collaboration, creativity, and excellence. By joining us, you'll work alongside talented individuals who inspire and challenge one another to achieve their best. We are committed to providing opportunities for professional development, fostering a culture of inclusivity, and recognising the unique contributions of every team member. If you're looking for a workplace that values your skills, encourages your ideas, and supports your ambitions, this is the perfect place for you to thrive.

Tania Woodgate

Chief Executive Officer



Our Vision

Our vision is a world in which all can live fulfilled lives, free from domestic abuse. We aim to create an equitable and just future for women, men and their families.

Our Mission

We do this to by helping everyone find their own pathway out of life of domestic abuse and change their future for the better. We understand the complexities of domestic abuse and that individual who connect us are coming from different points in their journey, some are still in their relationships, some have left, but regardless of where they are, we will support them all.

Our 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 everyone's experiences and circumstances and advocating for their unique needs.

EDUCATE for the devastating impact that domestic abuse has on individuals, local community and society.

COLLABORATE and work in partnership with other organisations to provide the best support for those impacted.



The Role

To provide an efficient and effective independent service to victims of stalking in the locality. The post holder will be responsible for dynamic risk assessment and support of individuals experiencing stalking and harassment and ensuring that the survivor's voice is at the centre of their work.

Our Staff adhere to our values, that make us PROUD of our organisation.



Positivity

We approach change and challenges with a positive mindset and optimism



Respect

We treat everyone fairly and with respect, value and celebrate differences



Ownership

Our behaviours are PROUD towards everyone regardless of their role



Unity

We are one Organisation. Together we are stronger



Dedication

We uphold a strong commitment to our clients, our work, the organisation and each other



Main Responsibilities

MAIN DUTIES:

1. Identify any safeguarding issues within the services for adults at risk and/or children and follow organisational safeguarding procedures to ensure the swift reporting of concerns to social services and taking any internal actions necessary.
2. In line with the Domestic Abuse Act, assess children's needs as victims in their own right, making referrals to Changing Pathways' Children's Services for specialist interventions where necessary.
3. Support non ex intimate victims of stalking across Essex as well as ex intimate victims of stalking across our jurisdiction.
4. Deliver stalking training and consult on cases across the EVIE Partnership.
5. Support colleagues and partner agencies, through awareness raising, presentations, training delivery and institutional advocacy, in order to provide the best possible service for victims of stalking.
6. Offer guidance to key agency stakeholders to ensure the safety of victims is paramount and safety measures are implemented.
7. Understand multi-agency partnership structures and work within a multi-agency setting where possible, supporting effective risk management strategies, while maintaining an independent role on behalf of the service user, keeping their safety central to any response.
8. Compulsory attendance at stalking multi agency meetings including: ESIP, Stalking Working Group and Stalking Consortium.
9. Understanding the roles of all relevant statutory and non-statutory services available and how Changing Pathways fits with them.
10. Identify and assess the risks and needs of stalking victims using an evidence-based risk identification checklist.
11. Prioritise high risk cases and provide a proactive intervention service through individual safety planning and personal support.
12. Work with victims of stalking to help them access services to keep them, their children and "secondary" victims safe.
13. Providing advocacy, emotional and practical support and information to victims in relation to legal options, housing, health and finance.
14. Actively manage a caseload, ensuring each service user receives the appropriate service, individual to their needs.



15. Support the empowerment of the service user and assist them in recognising the features and dynamics of stalking present in their situation, in order to help them regain control of their lives.
16. In accordance with case management policy, be proactive in carrying out periodic case reviews of your cases, based on a review of risk which feeds back into action planning to further progress, signposting, case closure and provide feedback to service users and other agencies.
17. Maintain accurate and confidential case management records and databases, and contribute to the monitoring and evaluation of the service.
18. Respect and value the diversity of the community (geographical or communities of interest) in which services are delivered and recognise the need and concerns of a diverse range of survivors, ensuring the service is accessible to all.
19. Deliver group work and facilitate service user led activities including consultation.
20. Participate in regular management supervision, case reviews and clinical supervision to ensure the highest standards of support and advocacy.
21. Maintain strict organisational confidentiality, professional boundaries and security procedures.
22. Participate in an out of hours on-call service on a rota basis.
23. Identify own training and development needs and participate in all training courses relevant to the Changing Pathways commitment to providing high quality services.
24. Work at all times with due regard to the policies and procedures of Changing Pathways, including financial regulations, participating in their development and amendment where required.
25. Willingness to work outside normal working hours including evenings and weekends and to participate in promotional, fundraising and income generating events, activities and any other duties as may be reasonably required by the organisation.

GENERAL:

1. Identify own training and development needs and participate in all training courses relevant to the Changing Pathway's commitment to providing high quality services.



2. Work at all times with due regard to the policies and procedures of Changing Pathways, including financial regulations, participating in their development and amendment where required.
3. Willingness to work outside normal working hours including evenings and weekends and to participate in promotional, fundraising and income generating events, activities and any other duties as may be reasonably required by the organisation.

OTHER:

1. The post is subject to a DBS disclosure which will be carried out at appointment of a candidate.
2. This post is subject to completion of a six-month probationary period.
3. Must be able to drive (the Pool Vehicle to visit sites) and work across the whole contract area as required.
4. Must hold business cover insurance on their own vehicle.
5. Post is open to women only under the Equality Act 2010, schedule 9, part 1

This job description is not designed to provide an exhaustive list of tasks and therefore the post holder is expected to undertake any other reasonable duties within the scope of the post as specified by their line manager.

PERSON SPECIFICATION

EXPERIENCE		
Criteria	Essential/ Desirable	How Assessed
Experience of working with vulnerable people, preferably dealing with issues surrounding gender-based abuse, stalking, domestic abuse/interpersonal violence.	E	Application Form/Interview
Experience of managing a caseload of individuals, assessing their needs and formulating support plans.	E	Application Form/Interview
Experience of completing Safe Lives DASH risk assessments, making referrals and attending MARAC	E	Application Form/Interview
Experience of identifying safeguarding concerns and reporting concerns in line with local procedures	E	Application Form/Interview
Experience of multi-agency partnership working and representing organisations at external meetings and conferences	E	Application Form/Interview



Experience of working with individuals with multiple disadvantages such as drug or alcohol issues and/or poor mental health	E	Application Form/Interview
Experience of writing reports, briefings, newsletters and case studies	D	Application Form/Interview
Experience of working within a multi-agency and legislative framework	E	Application Form/Interview
Experience of motivating individuals and agencies to move through courses of action and decision making processes	E	Application Form/Interview
KNOWLEDGE AND UNDERSTANDING		
Criteria	Essential/Desirable	How Assessed
Excellent understanding of all inter personal violence (including the Power and Control Wheel)	E	Application Form/Interview
Excellent understanding of stalking including the impact of domestic abuse, sexual violence and gender-based violence on victims/survivors and the breadth of impact across the victim's network of family, friends, co-workers, community, etc.	E	Application Form/Interview
Theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of stalking	D	Application Form/Interview
Thorough understanding of safeguarding in regard to children and vulnerable adults, and the legal responsibilities surrounding these issues	E	Application Form/Interview
Understand principles of risk assessment, safety planning and risk management for victims of stalking for primary and secondary victims	E	Application Form/Interview
Good understanding of correct and effective information sharing between agencies	E	Application Form/Interview
Understanding of the remits and resources of relevant statutory bodies and voluntary agencies	E	Application Form/Interview
Knowledge of local support services for individuals living in the local areas	D	Application Form/Interview
SKILLS AND ABILITIES		
Criteria	Essential/Desirable	How Assessed
Ability to work in a manner that empowers service users to make decisions and choices about their recovery from stalking	E	Application Form/Interview
Highly skilled in making sound judgements in crisis and difficult situations	E	Application Form/Interview
Ability to work in a flexible and responsive manner whilst prioritising work in a busy environment	E	Application Form/Interview



Excellent communication skills and the ability to work in a confidential manner. With excellent negotiation and advisory skills, both written and verbal.	E	Application Form/Interview
Able to develop, sustain and evaluate joint partnership work between agencies to obtain positive outcomes for service users	E	Application Form/Interview
Good IT skills including the ability to use Microsoft Office and organisational case management databases	E	Application Form/Interview
EDUCATION		
Criteria	Essential/Desirable	How Assessed
A good standard of general education	E	Application Form
A Safe Lives, Women's Aid ISAC qualification, relevant degree or demonstrable equivalent experience, or a vocational qualification (or willing to complete training)	E	Application Form
OTHER		
Criteria	Essential/Desirable	How Assessed
Understanding and commitment to equal opportunities and diversity issues in policy and practice	E	Application Form/Interview
Willingness to undertake training and a commitment to continuous personal development	E	Application Form/Interview
Willingness to work flexibly and has access to a car and able to travel to different sites and venues	E	Application Form/Interview
Integrity and respect when working with all service users, agencies, stakeholders and colleagues	E	Application Form/Interview

We are committed to operating within the legal framework of the Equality Act 2010. As our organisation qualifies for an exemption under Section 9 of the Act, we only recruit female candidates for this role. This exemption is applied lawfully and in accordance with the specific occupational requirements of our organisation.





What you can expect from us

Supportive Work Environment

- A culture of respect, collaboration, and inclusivity.
- Open-door policy for feedback, ideas, and concerns.

Opportunities for Growth

- Continuous learning through training programs, workshops, and certifications.
- Clear career progression paths to help you achieve your goals.

Work-Life Balance

- Flexible working hours and hybrid/remote work options.
- Paid time off, holidays, and wellness days.

Competitive Compensation

- Fair and market-aligned salary packages.

Recognition and Rewards

- Regular acknowledgment of individual and team contributions.
- Awards, shout-outs, and celebrations of success.

Innovation and Creativity

- Encouragement to bring new ideas to the table.
- Freedom to innovate, experiment, and grow professionally.

A Focus on Well-Being

- Mental health resources and employee assistance programs.

Social Responsibility

- Commitment to sustainability and ethical practices.

Empowerment and Autonomy

- Trust in employees to take ownership of their work.
- Support for independent decision-making and problem-solving.



TERMS AND CONDITIONS

Contract	This is a full time position. On a 2yr fixed term contract.
Salary	£29,317 (ISAC Qualified) per annum paid monthly
Reports to:	Adult Community Team Leader
Benefits Include	Contributory Pension Scheme. Equipment to undertake your role (hybrid). Training and developed tailored to your level of experience. Staff Discounts on BrightHR. Pets at Work Policy.
Hours	37.5hrs per week (possible on-call rota)
Leave	25 days per year plus bank holidays (pro rata).
Expenses	You will be reimbursed for all reasonable expenses which are incurred by you in the proper performance of your duties
Location	Hybrid - Changing Pathways main office is in Felmores End, Basildon. Your location of work will be between Felmores End and Harlow Office. Free parking is available. Parking is available and is charged. Costs are reimbursed.
Occupational Sick Pay	On successful completion of probation, we offer tiered sickness pay benefits.
Notice Period	4 weeks' notice

How to apply

Please complete our application form and email completed form to welcome@changingpathways.org stating clearly in the subject line the post you are applying for.

Those shortlisted for interviewed will be informed by email no later than two weeks after the closing date. Only those who are successfully shortlisted will be contacted.

