# Scottish Commission for People with Learning Disabilities

# Job Profile

**Role: Gender Based Violence Project Adviser**

Salary: £28,000 per annum ( 2 year fixed term contract)

Responsible to: Human Rights Programme Lead

Responsible for: Delivering SCLD’s Gender Based Violence and Learning Disability Work Program in line with Equally Safe project funding.

In this role you will working collaboratively with People First (Scotland) Development Worker and the Collective Advocacy Group to:

* Delivering SCLD’s 2 year funded project on improving support services for women with learning disabilities who have experienced Gender Based Violence
* Develop a sector self-assessment tool and accessibility audit based on research findings and with support from the Collective Advocacy Group members
* Develop and deliver a leadership course for women with learning disabilities
* Support key actions from The Scottish Government and SCLD’s Learning Disability and Gender Based Violence Group
* Lead research on the accessibility of Gender Based Violence Services and legislative and policy barriers to support
* Support and oversee SCLD’s Evidence and Rights Development Worker to undertake the literature review for the research
* Support members of People First Collective Advocacy Group to act as co-researchers
* Influence key policy and legislation that relates to Gender Based Violence and Learning Disability, for example, the incorporation of the Convention on the Elimination of Discrimination Against Women and Girls (CEDAW) into Scottish law and the work of the National Advisory Council on Women and Girls
* Support other rights based projects within SCLD as appropriate
* Management responsibilities as agreed with line manager.

**Vision, Mission and Values**

SCLD’s Vision is of a fairer Scotland where people with learning disabilities live full, safe, loving and equal lives.

Our Mission is to ensure that people with learning disabilities have their human rights realised.

SCLD’s Values inform everything we do: we will continue to be respectful, inclusive, collaborative and pioneering.

**Strategic Direction**:

SCLD will aim to make a significant contribution to systems and culture change across Scotland to ensure people with learning disabilities are empowered to live the life they want in line with existing human rights conventions.

Everything we do is based on what people with learning disabilities tell us their priorities are - their hopes and dreams for the future, as well as their fears and their experience of discrimination.

We are proud to be the Scottish Government’s delivery partner in the implementation of[*Towards Transformation*](https://www.gov.scot/publications/learning-intellectual-disability-autism-towards-transformation/), other related national policies including the response to the COVID 19 Pandemic and what comes next.

Given our Strategic Direction, our delivery will focus on:

* Human Rights
* Culture & Systems Change
* Improvement, Practice Development and Innovation
* Evidence & Knowledge
* Engagement with and participation of people with learning disabilities
* Policy Development
* Legislative Change
* Partnership and Collaboration
* Leadership Development
* Equality
* Finance and Resources

**Role profile:**

This role is a key position in the SCLD team leading on our 2 years funded project on improving support services for women with learning disabilities who have experienced Gender Based Violence. The project is funded as part of Equally Safe Scotland and is designed to help deliver the outcomes of this strategy. There is potential for third-year funding of the project based on delivery in the first two years.

The post holder will support the Human Rights Programme Lead to ensure SCLD’s work protects the rights of women with learning disabilities who have experienced Gender Based Violence.

A central goal of the post is to ensure that SCLD is a key contributor to the external discourse in Scotland re Gender Based Violence and learning disability.

The post-holder will support the development of

information and communications regarding Gender Based Violence across a wide range of platforms including SCLD’s website.

The post holder will ensure that the organisation’s key messages re Gender Based Violence and related issues reach the intended internal and external audiences and will work inclusively with people who have a learning disability and other disabled people.

**Key areas of responsibility include**:

* Design and delivery of SCLD’s Gender Based Violence Project
* Ensure that the organisation’s operational activity embodies a commitment to tackling Gender Based Violence through the provision of advice, guidance and support to colleagues.
* A significant contribution to the external discourse re Gender Based Violence and learning disability.

Evidence & Data

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| Personal attributes |
| Embody the vision, mission and values of the organisation in all work.  |
| Demonstrate a clear commitment to Gender Equality. |
| Experience in promoting Gender Equality and Human Rights.  |
| Knowledge and understanding of the impacts of Gender Based Violence.  |
| Provide leadership across the organisation and beyond to ensure that women with learning disabilities have their human rights respected, protected and fulfilled.  |
| Clear and concise communication skills to ensure SCLD communicates about Gender Based Violence clearly and effectively across a wide range of platforms.  |

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| Networks and Internal Communication  |
| Support and advise the Chief Executive and Human Rights Programme Lead in the delivery of key actions from the Scottish Government and SCLD Gender Based Violence Group.  |
| Represent the organisation externally as required, helping to build the capacity of a wide range of individual and organisational stakeholders about Gender Based Violence and the human rights of women with learning disabilities.  |
| Provide regular updates to the SCLD team on the Gender Based Violence project. Including regular programme update reports to Human Rights Programme Lead.  |

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| Programme Activity  |
| Lead on SCLD’s Gender Based Violence Project in line with key responsibilities. |
| Work in partnership with colleagues at the Scottish Government to ensure related policy and strategy reflects the voices of women with a learning disability who have experienced Gender Based Violence. |
| Influence the activities of all external stakeholders by providing clear, concise and accessible information about Gender Based Violence including collecting evidence and sharing good practice.  |
| Monitor and evaluate the impact of project-based work, feeding this information into organisational evaluation work.  |
| Contribute to SCLD’s external communications and social media profile. |
| Capacity building with the SCLD team to ensure awareness and understanding of Gender Based Violence.  |
| Ensure Easy Read Standards and Accessible Information Standards are applied to all relevant documents which are required on the website. |

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| Other Responsibilities |
| Produce reports and documents as required for a wide range of stakeholder groups. |

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| Personal development |
| Update job knowledge and skills by participating in continuous professional development e.g. training, research, maintaining professional networks, and membership of relevant professional organisations. |

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| Finance |
| Project budgets as agreed in partnership with line manager.  |

To carry out any other appropriate duties requested by the Human Rights Programme Lead, Head of Delivery and the Chief Executive.

The above list is indicative and not exhaustive. The Gender Based Violence Project Adviser is expected to carry out all such reasonable additional duties within the role.