



Job Title: Independent Domestic Violence Advocate (IDVA)

Location: AAF Office - Beckenham Junction

Reports To: AAF VAWG Service Manager

Responsible To: AAF Chief Executive

Job Type: Full-time (35 hrs/per week)

**This post is restricted to female applicants under the Equality Act 2010, Schedule 9, Part 1, and Section 7(2)(e) of the Sex Discrimination Act 1975. The post is exempt from the Rehabilitation of Offenders Act 1974. Pre-employment checks, including references, DBS, and right to work in the UK, will be carried out.*

Background

Africa Advocacy Foundation (AAF) started in 1996 and works to support and empower individuals and families experiencing multiple disadvantages and barriers including ill health, violence, poverty, isolation, human, racial and social injustices.

AAF works with migrant women including undocumented and those with no recourse to public funds. Apart from experiencing domestic abuse, some of our women are also HIV positive, have undergone FGM, are historical child brides and remain vulnerable and without support. We are looking for an IDVA with knowledge and understanding of gender-based violence, the cultural, faith and language needs of our women and children affected by abuse including harmful cultural practices.

Job Overview

We are looking for an Independent Domestic Violence Advocate (IDVA) to provide specialist support to women from African diaspora communities who are experiencing domestic abuse. This role focuses on working alongside survivors to improve safety, reduce risk, and help them navigate the systems that affect their lives.



You will provide practical advocacy, emotional support, and coordinated case management while recognising the additional barriers many migrant Black women face, including insecure immigration status, language barriers, discrimination, financial hardship, and limited access to services. The role includes outreach across South London, building trusted relationships within local communities and working closely with partner agencies.

What we are looking for

- Understands the experiences of migrant Black women affected by domestic abuse and the barriers they face when seeking support.
- Can build trusting, respectful relationships while maintaining clear professional boundaries.
- Takes a trauma-informed, culturally responsive approach to advocacy.
- Is organised, able to manage competing priorities, and comfortable working independently.
- Adapts to changing circumstances and responds calmly in crisis situations.
- Is committed to anti-racist practice and working in partnership with African diaspora communities.

What we offer

- Ongoing training and professional development.
- Generous employer pension contribution.
- Life insurance.
- Flexible working arrangements.
- 28 days annual leave.
- Regular supervision and opportunities for reflective practice.
- A supportive team with dedicated wellbeing and team-building activities.

Key Responsibilities

- Provide specialist advocacy to survivors of domestic abuse, ensuring their safety, choices, and priorities remain central to all support.
- Assess risk, identify needs, and develop tailored safety plans for survivors at high risk of harm.
- Deliver crisis intervention, practical support, and emotional advocacy throughout a survivor's journey.
- Manage a caseload effectively, maintaining accurate and confidential records in line with organisational policies and legal requirements.
- Support survivors to access housing, health, welfare, immigration, and criminal justice services where needed.
- Prepare cases and represent survivors at Multi-Agency Risk Assessment Conferences (MARAC).
- Identify and respond to safeguarding concerns involving adults and children, following local safeguarding procedures.



- Deliver culturally informed support that recognises the impact of racism, migration, stigma, and other structural inequalities on survivors' experiences.
- Work collaboratively with statutory agencies, community organisations, and specialist services to improve safety and long-term outcomes.
- Build and maintain relationships with community groups, faith organisations, and culturally specific services to strengthen local referral pathways.
- Deliver outreach, advocacy, and key-working sessions across South London, ensuring survivors can access support in safe and trusted community settings.
- Contribute to service monitoring, reporting, and continuous improvement.
- Participate in supervision, training, and professional development.

This job description outlines the main responsibilities of the role and is not exhaustive. The post holder may be required to undertake other duties appropriate to the level of the position.

Qualifications and Skills

- Experience supporting survivors of domestic abuse, ideally within Black and minoritised communities.
- A strong commitment to working by, with, and for Black women and African diaspora communities.
- Experience providing trauma-informed, culturally responsive advocacy that enables survivors to make informed decisions about their safety and future.
- A sound understanding of domestic abuse, safeguarding, risk assessment, safety planning, and multi-agency working.
- Knowledge of the structural inequalities affecting African diaspora, including the impact of racism, immigration status, and cultural barriers on access to support.
- Understanding of anti-racist and intersectional approaches to supporting survivors.
- Experience managing a caseload and maintaining accurate, confidential case records.
- Strong communication and relationship-building skills, with the ability to engage survivors and partner agencies effectively.
- The ability to work independently while contributing positively to a collaborative team.
- Experience supporting survivors with housing, welfare, or immigration issues would be an advantage.
- Confidence using case management systems and digital record-keeping.

Complete the [application form](#) and send to vawg@africadvocacy.org

Closing date - 20th September, 2026 Midnight

Please note we are NOT accepting CV's and/or cover letters.



Please note that we reserve the right to close this vacancy early if we receive a sufficient number of applications for the role. If you are interested, please complete the application form to the email above.