**Female Advocacy Liaison Volunteer**

**Background**

Although Detention Action primarily supports men held under immigration powers in Harmondsworth, Colnbrook, Morton Hall IRC and London Prisons we also engage with individuals with a female experience of migration in a number of ways;

* The Sahara Unit Project which provides short-term emotional and casework support to women held in the Short Term Holding Facility (STHF) located within Colnbrook IRC.
* Conducting frontline work which is support by female volunteers with lived experience of immigration systems.
* Engaging with female family members of male individuals impacted by migration and migration control.
* Opening a dialogue about potential future expansion to increase support to women held under immigration powers in both immigration removal centres (IRCs) and Prisons.

We understand that it is widely recognized that a person’s gender, gender identity and sexual orientation shape every stage of the migration experience. Risks, vulnerabilities and needs are often shaped by someone’s gender, and often vary drastically for different groups. The roles, expectations, relationships and power dynamics associated with being a man, woman, boy or girl, and whether one identifies as lesbian, gay, bisexual, transgender and/or intersex (LGBTI), significantly affect all aspects of the migration process, and can also be affected by migration.

We have created a new **Female Advocacy Liaison Volunteer** role which is designed to ensure that all lived experiences of migration and detention are reflected in our frontline work and in our recruitment processes. The role will be fully remote and can be done from anywhere in the UK. We will provide induction training via an online platform and telephone support and supervision.

**Role and Responsibilities**

The purpose of this position is to act as a link between Detention Action (DA) and volunteers, including volunteers with lived experience of the immigration detention and immigration and asylum system. Working alongside to other Advocacy Liaison Volunteers (ALVs) the female ALV will facilitate training and induction. This includes developing and drafting new volunteer training materials and resources to contribute to the improvement of the casework service and create a culturally diverse volunteering and staffing team.

The Advocacy Liaison Volunteer will also hold certain informal and ad-hoc supervisory responsibilities of volunteers, including those with lived experience, this will be in addition to the current supervision provided by the Advocacy Coordinators. This supervision will be intermittent informal sessions and will mainly focus on peer support, creating a reflective space and undertaking any other unique challenges that volunteers, including volunteers with lived experience might come across while volunteering. They will also assist with delivering our peer-led volunteer wellbeing sessions which will include both facilitation of the main space and an optional female-only break out group as and when needed. **The Advocacy Liaison Volunteer role will be an ad-hoc role and the volunteer would engage in this role and responsibilities listed below only when a need arises. This role would not therefore require a regular commitment compared to other volunteer roles at Detention Action.**

**Female Advocacy Liaison Volunteer Role Description**

**Recruitment and training responsibilities**

* Collaborating with the casework team and the Training and Recruitment Working Group in drafting, delivering, developing, reviewing and creating training materials for volunteers.
* Identifying training and development opportunities for the volunteer team.
* Discussing the changing dynamics and practices of casework, by keeping up to date with current services both locally and nationally, and contributing to signposting and referral services.
* Building and developing community links, and partnership organizations form personal and institutional knowledge, to aid recruitment of a diverse volunteering team, and building signposting and referral agencies.
* Working alongside advocacy coordinators and the training & recruitment working group during recruitment through short listing, interviewing, training and induction of volunteers and supporting the transition period of volunteers with lived experience.
* Developing and creating projects and practices which are inline and support the casework and advocacy service in building capacity of knowledge.

**Volunteer support and liaison responsibilities**

* Acting as a partnership link between the casework team and volunteers, including volunteers with lived experience. Advocating for volunteers with a diverse experience of immigration and detention practices
* Providing an additional supportive supervision space for volunteers, including volunteers with lived experience
* Assisting with the facilitation of our peer-led volunteer wellbeing group.
* Providing peer support for volunteers with lived experience if a need arises
* Discussing ongoing support with the Advocacy Coordinators if any points arise during additional supervision sessions with lived experience volunteers
* Highlight any concerns regarding the well-being of any volunteers, including those with lived experience and any challenges that may need to be addressed accordingly.
* Finding solutions with Detention Action if any well-being concerns or unexpected complications arise during the process.
* Undergo any training that would help to improve and perform more effectively and efficiently in this role

**Volunteer Development**

* We ensure that volunteers are fully supported by their Supervisor with regular check-ins and debriefs where we discuss how you are finding the role and how you would like to grow at Detention Action.
* There will be the possibility to try different volunteer roles as you build your confidence and knowledge.
* We will provide regular internal and external training.
* We will expense any costs that you may incur such as additions to your phone bill

We can provide a reference for future jobs applications on completion of the volunteer commitment.

**Person Specification**

### Lived experience of at least one of the following: the UK immigration detention system, the UK asylum system, the UK deportation system or the UK immigration system (general).

* Passionate about sharing the lived experience perspective in designing and delivering Detention Action training, volunteer recruitment, thereby making services delivered by Detention Action are reflective of the people we serve as an organisation
* A good understanding of how a person’s gender, gender identity and sexual orientation shape every stage of the migration experience, including experience of immigration detention.
* An interest in providing peer support to Detention Action volunteers along with other ALVs, by co-facilitating Detention Actions Volunteer Wellbeing Group.
* A passion for providing practical and emotional support to people in immigration detention.

### Knowledge and understanding of the aims and principles of Detention Action.

### Understanding of the needs of people from migrant backgrounds, including those who have been detained or at risk of being detained, or those who have been or are going through the asylum or deportation systems;

### Understanding of skills needed for supporting people in immigration detention and willingness to learn

* Ability and willingness to seek advice and guidance from your supervisor or other staff when necessary.
* Ability to work collaboratively in a team: with Detention Action staff and volunteers.
* Good standard of written and spoken English
* Ability to use basic computer packages and a willingness to learn.
* Ability to act in accordance with Detention Action policies at all times, particularly the Code of Conduct, Confidentiality and Equal Opportunities Policies

**Application Form - Female Advocacy Liaison Volunteer**

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| --- | --- |
| Date of Application: |  |
| Name: |  |
| Date of Birth: |  |
| Contact Telephone Number: |  |
| Email Address: |  |
| Address: |  |
| Languages Spoken (to working proficiency) |  |
| Availability: |  |
| Referees Details (can be personal/professional/academic): |  |
| Emergency Contact: |  |
| How did you hear about us? |  |

**Please briefly explain why you are motivated to apply for the Female Advocacy Liaison Role?**

**If you have any questions about the role or would like to find out more please don’t hesitate to email** **volunteer@detentionaction.org.uk** **or call us on 08005872096 for an informal chat**

**Please send all completed volunteer applications to** **volunteer@detentionaction.org.uk** **Thank you!**