



BUILD THE MOVEMENT

MOBILISE OUR COMMUNITY FOR CHANGE

COMMUNITY DEVELOPMENT & VOLUNTEER COORDINATOR

Sikh Women's Aid

*The UK's First National Female-Led 'By-and-For' Organisation
Supporting Sikh Panjabi Women Experiencing Domestic Abuse and Sexual Violence*

£26,000 pro rata (£20,800 actual) | 28 hours/week | West Midlands

Fixed Term until December 2028

Applications close: 5th January 2026

December 2025

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BUILDING A MOVEMENT

Change doesn't happen in isolation. It happens when communities mobilise.

Breaking the silence around domestic abuse in the Sikh Panjabi community requires more than professional services. It requires a movement – volunteers who share lived experience, community champions who shift attitudes, and grassroots networks that reach women who would never call a helpline.

Our groundbreaking Gender, Power & Abuse Report 2024 revealed that **58.13% of abused Sikh Panjabi women never report their experiences**. They don't trust mainstream services. They fear community judgement. They believe no one will understand. But they might confide in a trusted community member. A volunteer at the Gurdwara. Someone their mother knows.

With funding secured from Comic Relief, we are building our community infrastructure. We need a Community Development & Volunteer Coordinator to recruit, train, and support volunteers; develop community engagement programmes; and build the grassroots movement that will shift attitudes for generations.

Why This Role Matters

Think about the reach of one trained volunteer. She attends her local Gurdwara. She's part of family networks. She speaks to women at community events. She knows who's struggling but too afraid to seek help. One volunteer, properly supported, can reach dozens of women who would never contact services directly. Now imagine building a network of such volunteers across the UK.

What You'll Do

- Recruit, train, and support volunteers for helpline, outreach, and community roles
- Develop community engagement programmes in partnership with Gurdwaras and community organisations
- Build grassroots networks that shift attitudes and increase awareness
- Create pathways for community members to become champions and advocates
- Coordinate awareness-raising events and campaigns
- Develop resources and training materials for community use

Why Join Us Now?

Purpose: Build something that will change attitudes for generations

Creativity: Design programmes and approaches from the ground up

Connection: Work directly with community members and volunteers

Security: Multi-year Comic Relief funding until December 2028

Impact: Be part of a growing organisation at a transformational moment

Genuine Occupational Requirement: This position is restricted to Sikh Panjabi women only under Schedule 9, Part 1 of the Equality Act 2010. This is essential to provide culturally specific services to women who have experienced gender-based violence and require support from those who share their cultural and faith background.

ABOUT SIKH WOMEN'S AID

Our Story

Founded as the UK's first national female-led 'by-and-for' organisation supporting Sikh Panjabi women, we have grown from a grassroots response to community need into a nationally recognised specialist service.

Our Gender, Power & Abuse Report 2024, based on research with 675 women, revealed the scale of the crisis: 61.48% have experienced domestic abuse, yet 58.13% never report it. We discovered that 63.66% identify mothers-in-law as secondary perpetrators, and 16% of our casework involves faith and spiritual abuse. These findings drive our urgent expansion.

Vision

A world where all Sikh Panjabi women and girls live free from violence, abuse, and oppression, with their rights respected and voices heard.

Mission

To provide culturally-specific, trauma-informed support to Sikh Panjabi women experiencing domestic abuse, sexual violence and harmful practices, while challenging the systems and structures that perpetuate violence.

Strategic Aims 2025-2028

- 1. Service Excellence:** Expand specialist services for harmful practices; develop therapeutic interventions; establish a national 24/7 helpline
- 2. Community Mobilisation:** Build grassroots movements; engage faith leaders and gurdwaras; develop volunteer networks
- 3. System Change:** Influence national policy; train mainstream services; advocate for specialist 'by-and-for' funding
- 4. Organisational Sustainability:** Grow income from £250K to £1M+ by 2028; diversify funding; build robust governance

Our Services

Helpline: Confidential support in Panjabi and English

Specialist Casework: Intensive support for complex cases including HBV and forced marriage

Therapeutic Support: Culturally-adapted counselling and group therapy

Community Outreach: Awareness-raising and prevention programmes

Professional Training: Building cultural competence in mainstream services

Our Values

Survivor-Centred: Women's safety, autonomy, and healing at the heart of everything

Culturally Rooted: Deep understanding of faith, family, and community dynamics

Courageously Honest: Speaking truth about harmful practices without compromise

Collectively Powerful: Building movements for lasting change

Professionally Excellent: High standards in all aspects of our work

LETTER FROM THE CHAIR

Dear Prospective Coordinator,

We need someone who can build a movement – one volunteer, one community champion, one Gurdwara at a time.

Professional services alone cannot end domestic abuse in our community. We need cultural change. We need conversations at kitchen tables and in Gurdwara langar halls. We need aunties who know the signs of abuse and uncles who challenge harmful attitudes. We need a network of trained volunteers who can reach women who would never call a helpline.

Our research shows that 58.13% of abused Sikh Panjabi women never report their experiences. They don't trust services. They fear judgement. But they might confide in someone from their own community – someone who understands izzat, joint families, and the impossible choices women face.

With Comic Relief funding secured until 2028, we are building our community infrastructure. This role is about mobilising our community for change. You'll recruit and train volunteers. You'll develop partnerships with Gurdwaras and community organisations. You'll create resources that shift attitudes and create pathways for women to access support.

This role requires someone who can navigate community spaces with cultural intelligence, who can inspire people to volunteer their time, and who has the organisational skills to build sustainable programmes. Most importantly, it requires someone who believes that **our community can change**.

If you have experience in community development or volunteer management and share our passion for building a movement, I would be delighted to hear from you.

With hope and determination,

Sukhi Kaur

Chair of Trustees

THE ROLE

As Community Development & Volunteer Coordinator, you will build the grassroots infrastructure that extends our reach beyond professional services. This role requires a Sikh Panjabi woman who can navigate community spaces with cultural intelligence and inspire others to join the movement against domestic abuse. You will embody our value of being collectively powerful – building networks for lasting change.

You will report to the Head of Delivery and work collaboratively with caseworkers, helpline workers, and the wider team. You will also work closely with external partners including Gurdwaras, community organisations, and voluntary sector networks.

Key Responsibilities

Volunteer Programme (40%)

- Recruit, train, and support volunteers for helpline, outreach, and community roles
- Develop volunteer policies, procedures, and handbooks
- Provide ongoing supervision, support, and recognition for volunteers
- Coordinate volunteer rotas and deployment
- Monitor volunteer wellbeing and address any concerns

Community Development (35%)

- Develop and deliver community engagement programmes
- Build partnerships with Gurdwaras, community organisations, and faith leaders
- Create community champion and ambassador programmes
- Coordinate awareness-raising events and campaigns
- Develop resources and materials for community use

Training & Development (15%)

- Design and deliver volunteer training programmes
- Create training materials on domestic abuse awareness for community audiences
- Support continuous learning and development for volunteers

Administration & Reporting (10%)

- Maintain volunteer databases and records
- Prepare reports for funders and stakeholders
- Contribute to organisational monitoring and evaluation

PERSON SPECIFICATION

Essential Requirements

- Sikh Panjabi woman with lived understanding of cultural and faith dynamics
- Minimum 2 years experience in community development, volunteer management, or related role
- Experience recruiting, training, and supporting volunteers
- Understanding of domestic abuse and violence against women
- Ability to navigate community and faith spaces with cultural intelligence
- Excellent communication and relationship-building skills
- Strong organisational and coordination abilities
- Ability to work collaboratively as part of a team
- Training design and delivery experience
- Commitment to feminist and anti-oppressive practice

Desirable Requirements

- Panjabi language skills (spoken and/or written)
- Experience working with faith communities
- Knowledge of safeguarding procedures
- Experience with community campaigns and awareness-raising
- Social media and communications skills
- Networks within Sikh community organisations

TERMS & CONDITIONS

Salary	£26,000 pro rata – £20,800 actual (NJC Scale Points 19-22)
Contract	Fixed term until December 2028
Hours	28 hours per week (4 days)
Location	West Midlands based with community travel
Annual Leave	25 days plus bank holidays (pro rata)
Pension	Employer pension contribution
Reports to	Head of Delivery
Funding	Comic Relief

Additional Benefits:

- Regular supervision and support
- Professional development opportunities
- Supportive team environment
- Flexibility for community events (some evening/weekend work with TOIL)
- Opportunity to build programmes from the ground up

HOW TO APPLY

CLOSING DATE: 5TH JANUARY 2026, 5PM GMT

INTERVIEWS: Week commencing 12th January 2026

Application Process

Please send your application to: rita@sikhwomensaid.org.uk

Required Documents

1. Covering Letter: Explain your motivation for applying and how your experience has prepared you for this role. Please address how you meet the essential requirements. Maximum 2 pages.

2. CV: Including your relevant experience and two referees (references will not be taken up without your permission).

3. Equality Monitoring Form: Available at <https://sikhwomensaid.org.uk/about-us/jobs>

Informal Conversations

For an informal and confidential conversation about this role, please contact Sukhi Kaur, Chair of Trustees at sukhi@sikhwomensaid.org.uk

Selection Process

The selection process will include:

- Shortlisting based on application materials
- Interview with panel
- Scenario-based assessment

TOGETHER, WE BUILD THE MOVEMENT

JOIN US

www.sikhwomensaid.org.uk