

ON THE FRONTLINE

DOMESTIC ABUSE CASEWORKER

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 | East Midlands

Fixed Term until December 2028

Applications close: Friday 20th February 2026 11am

January 2026

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THE FRONTLINE OF PROTECTION

You will be the trusted advocate who stands between women and danger.

Forced marriages disguised as family duty. 'Honour' violence justified by tradition. Spiritual abuse weaponising faith. These are the realities facing Sikh Panjabi women – practices that mainstream services often fail to understand or address.

Our groundbreaking Gender, Power & Abuse Report 2024 revealed the shocking truth: **61.48% of Sikh Panjabi women have experienced domestic abuse, 63.66% identify mothers-in-law as secondary perpetrators, and 16% of our casework involves faith and spiritual abuse.**

With funding secured from Smallwood Trust, we are expanding our specialist casework capacity. We need a Domestic Abuse Caseworker who can navigate these complex family dynamics with skill, sensitivity, and courage.

Why This Role Matters

Think about what this role means: You will be the trusted advocate who understands why a woman fears her entire family. Why leaving means losing everything. Why safety planning must consider extended family networks across continents. You will provide specialist interventions that mainstream services cannot.

What You'll Do

- Provide specialist casework for women experiencing honour-based violence, forced marriage, and faith-based abuse
- Conduct culturally-informed risk assessments
- Develop safety plans considering extended family and transnational risks
- Support women through forced marriage protection order applications
- Represent cases at MARAC, MAPPA, and safeguarding meetings
- Work with police, social services, and the Forced Marriage Unit

Why Join Us Now?

Purpose: Your work will literally save lives

Expertise: Develop specialist skills in harmful practices intervention

Support: Work within a team that understands the cultural context

Security: Multi-year funded position 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.

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

Legal Advocacy: Signposting and support through family, immigration, and criminal proceedings

Professional Training: Building cultural competence in mainstream services

Our Impact

- 500+ women supported annually through helpline and direct services
- 100+ high-risk cases managed through multi-agency partnerships
- 15+ forced marriages prevented through protection orders
- 500+ professionals trained in cultural competence
- Policy influence through parliamentary briefings and consultations

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 Caseworker,

You will be on the frontline of protecting women from practices that should have no place in modern Britain.

Forced marriages disguised as family duty. 'Honour' violence justified by tradition. Spiritual abuse weaponising faith. These are the realities you will confront – with skill, sensitivity, and unwavering commitment to women's safety.

Our research revealed that 63.66% of women identify mothers-in-law as secondary perpetrators. Think about that – the very women who should protect are often complicit in abuse. This role requires you to navigate these complex family dynamics with cultural intelligence and professional expertise.

With support from Smallwood Trust you will provide specialist interventions that mainstream services cannot. You will be the trusted advocate who understands why a woman fears her entire family, why leaving means losing everything, why safety planning must consider extended family networks across continents.

This role demands courage and cultural intelligence. But the reward is profound – **you will literally save lives.**

If you have experience in the VAWG sector and understand harmful practices from the inside, we need you on our team.

With respect and solidarity,

Sukhi Kaur

Chair of Trustees

THE ROLE

As A Domestic Abuse Caseworker, you will provide specialist support to women experiencing honour-based violence, forced marriage, and faith-based abuse. This role requires a Sikh Panjabi woman who deeply understands how harmful practices operate within our community. You will work as part of a dedicated team, embodying our values of being survivor-centred, culturally rooted, and courageously honest in challenging practices that harm women.

You will report to the Head of Delivery and work alongside other caseworkers, therapeutic counsellors, and helpline workers. You will also work closely with external partners including police, social services, and the Forced Marriage Unit.

Key Responsibilities

Direct Support & Casework (40%)

- Provide specialist casework for women experiencing domestic abuse, sexual violence, HBV, forced marriage, and faith-based abuse
- Conduct culturally-informed risk assessments including honour-based violence indicators
- Develop safety plans considering extended family and transnational risks
- Support women through forced marriage protection order applications
- Provide crisis intervention and emotional support

Multi-Agency Working (30%)

- Represent cases at MARAC, MAPPA, and safeguarding meetings
- Work collaboratively with police, social services, and health professionals
- Advocate for culturally-appropriate responses from mainstream services
- Build relationships with specialist HBV units and Forced Marriage Unit

Service Development (20%)

- Contribute to service improvement and practice development
- Support training delivery on harmful practices
- Maintain accurate records and contribute to monitoring
- Participate in team meetings and case supervision

Administration (10%)

- Maintain case management systems and databases
- Prepare reports for funders and campaigns

PERSON SPECIFICATION

Essential Requirements

- Sikh Panjabi woman with lived understanding of cultural and faith dynamics
- Minimum 2 years experience in VAWG sector
- Direct experience working with HBV and domestic/sexual abuse survivors
- Understanding of honour-based violence dynamics and risk factors
- Experience of risk assessment and safety planning
- Multi-agency working experience
- Excellent communication and advocacy skills
- Ability to work collaboratively as part of a team
- Commitment to feminist and anti-oppressive practice
- Understanding of safeguarding procedures

Desirable Requirements

- Panjabi language skills (spoken and/or written)
- IDVA or ISVA qualification
- Knowledge of immigration law
- Experience with faith-based/spiritual abuse
- Training delivery experience

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	Midlands based
Annual Leave	25 days plus bank holidays (pro rata)
Pension	Employer pension contribution
Reports to	Head of Delivery
Funding	Smallwood Trust

Additional Benefits:

- Regular clinical supervision
- Professional development opportunities
- Supportive team environment
- Opportunity to develop specialist expertise

HOW TO APPLY

CLOSING DATE: Friday 20th February 2026, 11am 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 www.sikhwomensaid.org.uk

Selection Process

The selection process will include:

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

TOGETHER, WE BREAK THE SILENCE

JOIN THE FRONTLINE

www.sikhwomensaid.org.uk