**Thank you for showing an interest in joining the Equation team!**

Equation has been working to reduce the impact of domestic abuse, sexual violence and gender inequality for over 30 years. We are a specialist, hardworking, innovative and supportive team working to make a big impact.

We currently have 35 employed staff, a team of 25-35 Freelance facilitators and are supported by a team of volunteers.

Equation works hard to support all team members through a thorough induction, regular supervision, performance appraisals and training plans. We are a flexible employer working to find a balance between personal needs of individuals and business needs of the organisation.

We are a company limited by guarantee (No: 4517544) and a charity (No: 1140240) drawing in income from Contracts, grants, trusts, donors and sales to continually improve and extend the reach or our work.

Our turnover is around £1.4 mil per year.

Equation is focused on preventing domestic abuse and sexual violence and helping survivors to get the best possible support to create space for action. Equation works to hold perpetrators to account, challenging attitudes, beliefs and behaviours, and also creating spaces for behavioural change. Services delivered include:

* Awareness raising projects for children, young people and education professionals in primary and secondary school settings.
* Targeted young people’s projects and resources to challenge damaging attitudes and beliefs and build aspirations for healthy relationships.
* Training and resources for frontline professionals in statutory and voluntary sector agencies.
* Facilitating the public and voluntary sector to co-ordinate its services to ensure the most effective response to survivors.
* Campaigning and community awareness raising including a project to help people support friends and colleagues experiencing domestic abuse.
* An independent domestic violence and abuse advocacy (IDVA) and support service for men with helpline support.
* A perpetrator intervention project – Your Choice Project.
* A support service for those experiencing nondomestic abuse stalking.
* Safer Accommodation Outreach Workers – LGBTQ+ and Men. Delivering outreach to men and LGBTQ+ individuals experiencing domestic abuse, ensuring and increasing access to safe accommodation and specialist support

Our services and activities are primarily delivered in Nottingham City and Nottinghamshire but we are beginning to expand our work into other areas with some training courses provided in neighbouring counties and a licenced project delivered in Sussex.

The five priority outcomes that the work of Equation deliver are:

* Reduction in domestic violence / abuse and repeat victimisation
* People have a greater resilience to domestic abuse and sexual violence.
* Survivors are recognised, listened to, understood and supported well
* Survivors are empowered to live safe, happy and healthy lives according to their own choices
* People have a greater sense of choice and self-determination

**Key Links for more information**:

[www.equation.org.uk](http://www.equation.org.uk/)

twitter @EquationOrg

Facebook Equation

Instagram equationorg

**Vision**

Our goal is for everyone to have equal, healthy relationships, in a society free from domestic abuse, sexual violence and gender inequality.

**Mission**

Equation is a specialist charity that works with the whole community to reduce the impact of domestic abuse, sexual violence and gender inequality. We:

- work to prevent domestic abuse and sexual violence by raising awareness and educating people about equal and healthy relationships.

- Ensure survivors get the most effective support to create space for action: we facilitate a co-ordinated approach across the sector and provide practical tools and guidance to support survivors.

**Values**

There are 5 core values that drive all Equation’s work.

* Positivity – Equation looks forwards to creating a world without domestic abuse, sexual violence and gender inequality. Our outlook is aspirational and we seek to drive forward change
* Passion – We challenge the status quo with tenacity and an energetic commitment to ending domestic abuse, sexual violence and gender inequality
* Rigor - our work is based on solid evidence and a considered approach
* Compassion – we prioritise the wellbeing and safety of survivors, their children, and the whole community
* Collaboration – we work in partnership against domestic abuse

**Explanation of terms**

* Everyone means people of all genders and life stages
* Equal in this context means that both people in the relationship give each other the same value and respect, regardless of any differences in their age, gender, sexual orientation, ethnicity, income, ability, status or life experience.
* Healthy in this context means mutually demonstrating key healthy relationship values: trust, respect, kindness, compromise, understanding, love, intimacy, honesty, safety, affection, and support
* Gender inequality means when people, particularly women, are unfairly disadvantaged because of their gender identity.
* Sex and gender are not the same. In general terms, sex refers to a person’s physical characteristics at birth, and gender encompasses a person’s identities, expressions, and societal roles. A person may identify with a gender that is different from their natal sex or with no gender at all.
* Domestic abuse is when someone uses behaviour that is intended to control, coerce, threaten or harm a person who has, or has had, an intimate or family relationship with them.
* Domestic abuse can involve violence and physical harm, but not always. It can also involve emotional bullying and psychological abuse, sexual violence or financial abuse, harassment, and stalking. Coercive or controlling behaviour (or ‘coercive control’) is abusive behaviour designed to gain power and dominance over another person and involves intimidation, degradation, isolation, and deprivation of independence.
* Domestic abuse is never a one-off incident, and involves a pattern of abusive behaviour.
* A person using abusive behaviour can act alone or involve others in committing the abuse.
* Forced marriage, so-called ‘honour’-based violence and female genital mutilation (FGM) are forms of domestic abuse.
* Sexual violence is any unwanted sexual act or activity, which means any sexual act or activity that a person has not consented to. A person consents if they agree by choice, and has the freedom and capacity to make that choice. Sexual violence includes, but is not restricted to, rape or sexual assault.
* Rape is sex without consent. Rape is legally defined as the penetration with a penis of the vagina, anus or mouth of another person without their consent.
* Sexual or indecent assault is an act of physical, psychological and emotional violation, in the form of a sexual act, inflicted upon someone without their consent. It can involve forcing or manipulating someone to witness or participate in any sexual acts, including being forced to watch pornography or being forced to send sexual images.
* A society free from gender inequality would be a society in which women and girls are not disadvantaged because of their gender, and in which everyone has equal rights, responsibilities and opportunities regardless of their gender

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