



Phoenix Programme

The Phoenix Programme is a programme developed by Morgan Sindall Property Service (MSPS) to support female survivors of domestic abuse, rebuild confidence and develop skills to gain sustainable employment.

MORGAN SINDALL
PROPERTY SERVICES

ADDRESSING DOMESTIC ABUSE

EDAC
Member

SMART WORKS



Initial Assessment

- Understanding your aspirations
- Identify individual needs e.g. roles, skills gap
- Developing of bespoke training plan
- Assigning a named advisor



Skills For Work

- Offering a range of accredited courses from customer service to teaching assistant



Managing Wellbeing

- Support with wellbeing
- Support with health checks
- Signposting local healthy living classes including cooking and exercising classes



Phoenix Programme

The programme will support those on their employability journey including an initial assessment of needs and aspirations followed by support with digital skills, CV preparation, mentoring, skills for work, work experience, interview preparation and managing finances.

MSPS will also provide guaranteed interviews for roles within the business and with supply chain partners. Developed in partnership with Addressing Domestic Abuse, a community interest company (CIC) and the Employers Domestic Abuse Covenant (EDAC) the programme will be tailored to survivor's needs.



Digital Skills

- Microsoft programmes Levels 1 to 3
- Support accessing computers where required
- Signposting support groups and organisations
- Creating LinkedIn profile



Work Experience

- Flexible hours to meet individual needs
- Includes a range of field and office based roles
- Out of sector experience offered where possible
- References provided



Volunteering

- Adding additional skills to CV
- Opportunity to work with local organisations
- Organisations will be aligned to individual aspirations



CV & Interview Preparation

- Understanding your transferable skills
- Developing different CVs for different roles
- Creating cover letters to support applications



Interview

- Support with interview preparations and inclusion of mock interview
- Referrals to SmartWorks for interview clothing
- Provisions of travel cards



Social

- Peer-to-peer support
- Virtual / face to face events e.g. coffee mornings
- Opportunities to share experiences
- Guest speakers



For further details or information regarding the referral process please contact Neil.kieran@stalbans.gov.uk



Mentoring

- Signposting for additional mentoring support



Managing Finances

- Supporting with basic financial management and budget management
- Conducting better off calculation
- Energy cafés to support with fuel bills
- Signposting debt advice
- Supporting with income and expenditure
- Signposting to partners for additional funding – e.g. DWP and childcare



Outcomes

- Guaranteed interview
- Further training option
- Employment opportunities
- Regaining self esteem
- Creation of a support network
- Opportunity to mentor other survivors
- Feeling positive about your future

