**JOB DESCRIPTION**

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| **POST TITLE** | Domestic Abuse Practitioner – Brighter Futures |
| **HOURS** | 37.5 hours per week (to be worked across split-shifts covering 9am – 7pm) |
| **SALARY** | £24,973.54 per annum. |
| **DURATION** | Fixed Term for 18 months (extension possible) |
| **REPORTS TO** | Operations Manager – Thurrock Services |
| **RESPONSIBLE FOR** | No direct line reports |
| **LOCATION** | Base - Thurrock Refuge |

**JOB PURPOSE:**

The post holder will be responsible for the delivery of support for the domestic abuse element of the Thurrock 0-19 Brighter Futures Healthy Families model. The post holder will be responsible for working with adults experiencing domestic abuse and/or stalking, providing an eight-week education programme on domestic abuse and the impact on children. The post holder will be responsible for delivering all parts of the Brighter Futures contract including face to face, telephone, drop in support and service promotion.

**MAIN DUTIES:**

1. Identify any safeguarding issues within the services for adults at risk and/or children and follow organisational safeguarding procedures to ensure the swift reporting of concerns to social services and taking any internal actions necessary.
2. In line with the new Domestic Abuse Act, assess children’s needs as victims in their own right, making referrals to Changing Pathways’ Children’s Services for specialist interventions where necessary.
3. Meet with new referrals to complete an initial needs assessment and Safe Lives DASH risk assessment, making referrals to the local MARAC as necessary.
4. Actively manage a caseload of individuals living in the community who are or have experienced domestic abuse, working with individuals to increase their safety, understand domestic abuse and the impact that it has on their children.
5. Support individuals to plan for their safety, completing safety plans as necessary.
6. Undertake one to one programme work with survivors to help them understand the dynamics and impact of domestic abuse and stalking on the individual and children.
7. Work in collaboration statutory and voluntary sector partners in the Brighter Futures partnership to ensure streamlined access to specialist support to meet the individual’s needs.
8. Work in partnership with other support agencies working with social issues such as mental health, drugs and alcohol and offending.
9. Work with service users to holistically assess their individual needs and complete and review the empowerment star.
10. Support and advocate for individuals in a range of areas including but not limited to: safety; risk; housing; finances and budgeting; legal and civil orders; parenting; children; physical and mental health and/or drug and alcohol issues.
11. Provide written reports to Social Care and the Prevention and Support Teams at Thurrock Council.
12. Regularly review and provide feedback on the eight-week domestic abuse education programme to ensure it meets the needs of participants.
13. Work in a manner which ensures cultural sensitivity, addresses discrimination and other barriers to accessing service.
14. Identify safeguarding concerns and report any concerns immediately to duty manager and follow organisational procedures for reporting to social services as necessary.
15. Support and advocate for service users at meetings including core groups and team around the child.
16. Represent the organisation at external partnership meetings including MARAC meetings and MAGS panel.
17. Ensure the timely and accurate input of service user data into the organisation’s case management system and all other administrative duties associated with the role.
18. Prepare regular monitoring reports as required by commissioner and contribute to internal monitoring procedures as required.
19. Participate in regular management supervision, case reviews and clinical supervision to ensure the highest standards of support and advocacy.
20. Maintain strict organisational confidentiality, professional boundaries and security procedures.

* Participate in out of hours on call service on a rota basis.
* Possess an understanding of vicarious trauma and mitigating vicarious trauma.

**GENERAL:**

1. Identify own training and development needs and participate in all training courses relevant to the Changing Pathway’s commitment to providing high quality services.
2. Work at all times with due regard to the policies and procedures of Changing Pathways, including financial regulations, participating in their development and amendment where required.
3. Willingness to work outside normal working hours including evenings and weekends and to participate in promotional, fundraising and income generating events, activities and any other duties as may be reasonably required by the organisation.

**OTHER:**

1. The post is subject to a DBS disclosure which will be carried out at appointment of a candidate.
2. This post is subject to completion of a six-month probationary period.
3. Must be mobile to visit sites and work across the whole contract area as required.
4. Post is open to women only under the Equality Act 2010, schedule 9, part 1

This job description is not designed to provide an exhaustive list of tasks and therefore the post holder is expected to undertake any other reasonable duties within the scope of the post as specified by their line manager.

**PERSON SPECIFICATION**

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| **EXPERIENCE** | | |
| **Criteria** | **Essential/ Desirable** | **How Assessed?** |
| Experience of identifying safeguarding concerns and reporting concerns in line with procedures | E | Application Form/Interview |
| Experience of completing Safe Lives DASH risk assessments, making referrals and attending MARAC | E | Application Form/Interview |
| Experience of working with individuals experiencing domestic abuse and stalking | E | Application Form/Interview |
| Experience of multi-agency partnership working and representing organisations at external meetings and conferences | E | Application Form/Interview |
| Experience of working with individuals with complex needs such as drug or alcohol issues and/or poor mental health | D | Application Form/Interview |
| **KNOWLEDGE AND UNDERSTANDING** |  |  |
| **Criteria** | **Essential/ Desirable** | **How Assessed?** |
| Comprehensive knowledge of the principles and wider procedures relating to safeguarding | E | Application Form/Interview |
| Excellent understanding of domestic abuse (including the Power and Control Wheel) | E | Application Form/Interview |
| Excellent understanding of the impact of domestic abuse on children and young people | E | Application Form/Interview |
| Comprehensive knowledge of current welfare rights legislation and its impact on individuals leaving abusive relationships | E | Application Form/Interview |
| Excellent knowledge of the criminal justice system and civil and legal orders available to victims of domestic abuse | E | Application Form/Interview |
| Comprehensive knowledge of safeguarding procedures and how to recognise types of abuse including neglect and physical harm | E | Application Form/Interview |
| Excellent understanding of correct and effective information sharing between agencies | E | Application Form/Interview |
| Knowledge of local support services for individuals living in Thurrock | D | Application Form/Interview |
| **SKILLS AND ABILITIES** |  |  |
| **Criteria** | **Essential/ Desirable** | **How Assessed?** |
| Ability to work in a manner that empowers service users to make decisions and choices about their recovery from domestic abuse | E | Application Form/Interview |
| Highly skilled in making sound judgements in crisis and difficult situations | E | Application Form/Interview |
| Ability to work in a flexible and responsive manner whilst prioritising work within a busy environment | E | Application Form/Interview |
| Excellent communication skills and the ability to work in a confidential manner | E | Application Form/Interview |
| Able to develop, sustain and evaluate joint partnership work between agencies to obtain positive outcomes for service users | E | Application Form/Interview |
| Good IT skills including the ability to use Microsoft Office and organisational case management databases | E | Application Form/Interview |
| **EDUCATION** |  |  |
| **Criteria** | **Essential/ Desirable** | **How Assessed?** |
| A good standard of general education | E | Application Form |
| A Save Lives IDVA or Women’s Aid DAPA qualification or other social work/care, housing, counselling qualification | D | Application Form |
| **OTHER** |  |  |
| **Criteria** | **Essential/ Desirable** | **How Assessed?** |
| Commitment to equal opportunities and anti-discriminatory practice | E | Application Form/Interview |
| Willingness to undertake training and a commitment to continuous personal development | E | Application Form/Interview |
| Willingness to work flexibly and has access to a car and able to travel to different sites and venues | E | Application Form/Interview |