

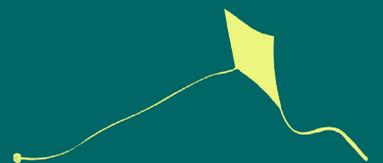


Changing Pathways

ENDING ABUSE. EMPOWERING LIVES.

Application Pack

Domestic Abuse Practitioner (Brighter Futures)



Welcome

Changing Pathways is a registered Charity, providing domestic abuse services across the south of Essex, in partnership with Ending Violence in Essex Charity.

We are the Essex County Council commissioned service for **Harlow, Epping, Brentwood, Thurrock and Basildon.**

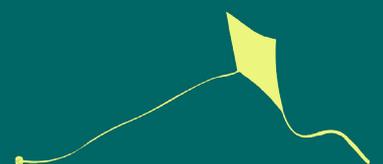
We deliver a range of services, offering a non-judgemental, trauma informed approach to support men, women and children who are or have experience domestic abuse. This includes:

- **Safe accommodation**
- **Outreach Support**
- **Specialist Services for the Global Majority**
- **Stalking Support**
- **Counselling**
- **Training**

Joining our team means becoming part of a dynamic, innovative, and supportive environment where your growth and success matter. We are passionate about what we do, and we value collaboration, creativity, and excellence. By joining us, you'll work alongside talented individuals who inspire and challenge one another to achieve their best. We are committed to providing opportunities for professional development, fostering a culture of inclusivity, and recognising the unique contributions of every team member. If you're looking for a workplace that values your skills, encourages your ideas, and supports your ambitions, this is the perfect place for you to thrive.

Tania Woodgate

Chief Executive Officer



Our Vision

Our vision is a world in which all can live fulfilled lives, free from domestic abuse. We aim to create an equitable and just future for women, men and their families.



Our Mission

We do this to by helping everyone find their own pathway out of life of domestic abuse and change their future for the better. We understand the complexities of domestic abuse and that individual who connect us are coming from different points in their journey, some are still in their relationships, some have left, but regardless of where they are, we will support them all.

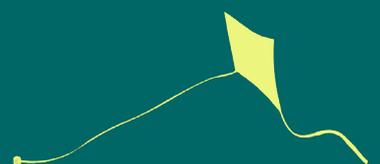
Our Values

EMPOWER individuals to make their own choices in a safe environment to enable them to regain their independence.

Work with **RESPECT AND DIGNITY**, valuing everyone's experiences and circumstances and advocating for their unique needs.

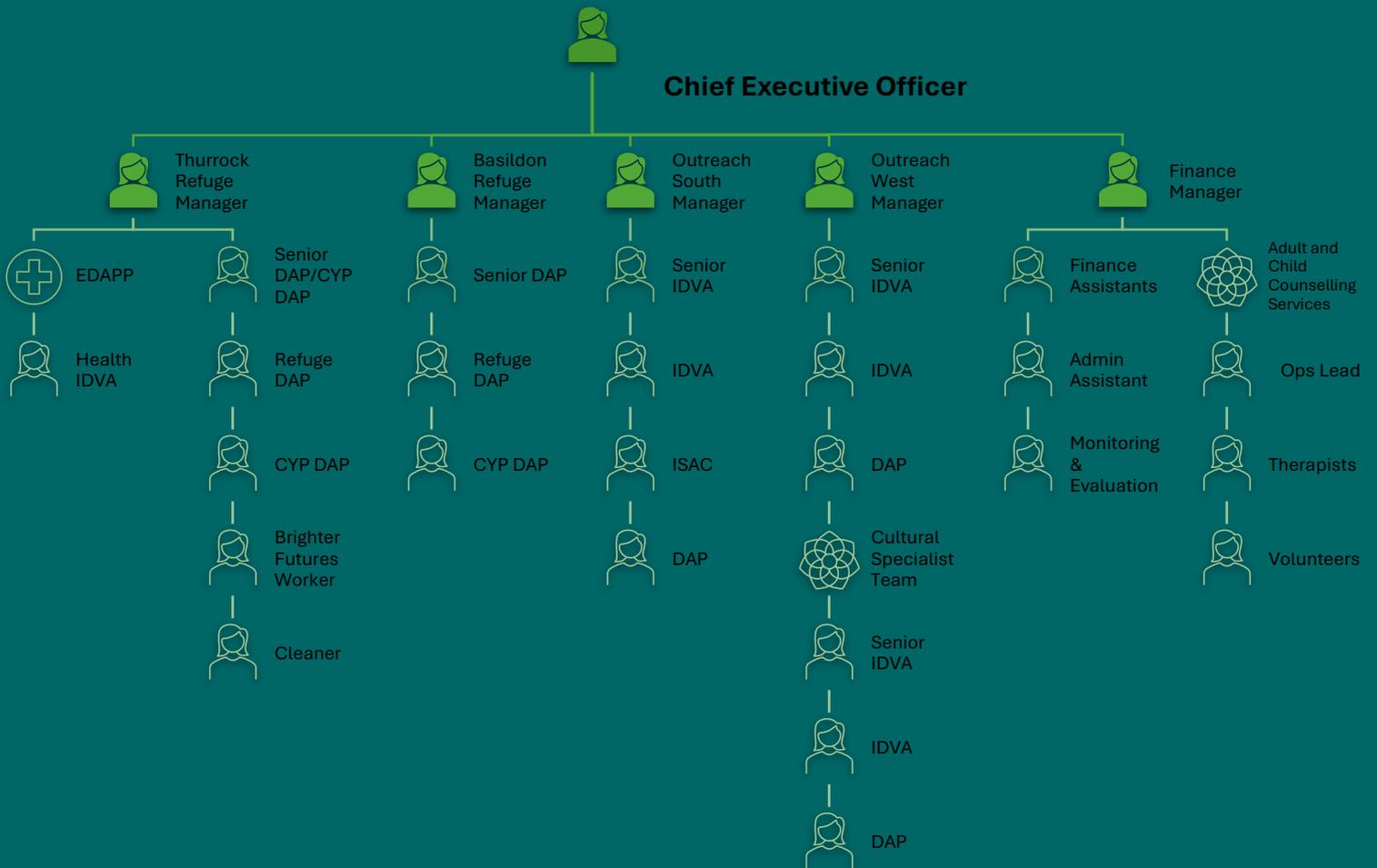
EDUCATE for the devastating impact that domestic abuse has on individuals, local community and society.

COLLABORATE and work in partnership with other organisations to provide the best support for those impacted.



OUR TEAM

Board of Trustees



The Role

The post holder will lead on 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.

Our Staff adhere to our values, that make us PROUD of our organisation.



Positivity

We approach change and challenges with a positive mindset and optimism



Respect

We treat everyone fairly and with respect, value and celebrate differences



Ownership

Our behaviours are PROUD towards everyone regardless of their role



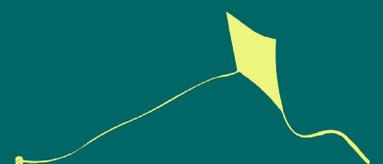
Unity

We are one Organisation. Together we are stronger



Dedication

We uphold a strong commitment to our clients, our work, the organisation and each other



Main Responsibilities

MAIN DUTIES:

1. Meet with new referrals to complete an initial needs assessment and Safe Lives DASH risk assessment, making referrals to the local MARAC as necessary.
2. 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.
3. Support individuals to plan for their safety, completing safety plans as necessary.
4. 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.
5. 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.
6. Work in partnership with other support agencies working with social issues such as mental health, drugs and alcohol and offending.
7. Work with service users to holistically assess their individual needs and complete and review the empowerment star.
8. 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.
9. Provide written reports to Social Care and the Prevention and Support Teams at Thurrock Council.
10. Regularly review and provide feedback on the eight-week domestic abuse education programme to ensure it meets the needs of participants.
11. Work in a manner which ensures cultural sensitivity, addresses discrimination and other barriers to accessing service.
12. Identify safeguarding concerns and report any concerns immediately to duty manager and follow organisational procedures for reporting to social services as necessary.
13. Support and advocate for service users at meetings including core groups and team around the child.
14. Represent the organisation at external partnership meetings including MARAC meetings and MAGS panel.



15. 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.
16. Prepare regular monitoring reports as required by commissioner and contribute to internal monitoring procedures as required.
17. Participate in regular management supervision, case reviews and clinical supervision to ensure the highest standards of support and advocacy.
18. Maintain strict organisational confidentiality, professional boundaries and security procedures.
19. 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:

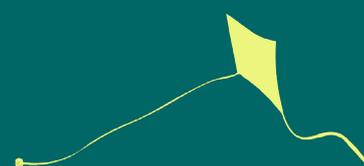
1. The post is subject to a DBS disclosure which will be carried out at appointment of a candidate.
2. This post is subject to completion of a six-month probationary period.
3. Must be able to drive (the Pool Vehicle to visit sites) and work across the whole contract area as required.
4. Must hold business cover insurance on their own vehicle.
5. 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.

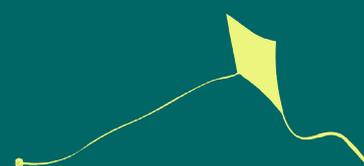


PERSON SPECIFICATION

EXPERIENCE		
Criteria	Essential/ Desirable	Assessed?
Experience of working with individuals experiencing domestic abuse and stalking	E	Application Form/Interview
Experience of managing a caseload of individuals, assessing their needs and formulating support plans	E	Application Form/Interview
Experience of completing Safe Lives DASH risk assessments, making referrals and attending MARAC	E	Application Form/Interview
Experience of identify safeguarding concerns and reporting concerns in line with local procedures	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	Assessed?
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

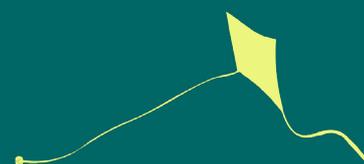


Comprehensive knowledge of safeguarding procedures and how to recognise types of abuse including neglect and physical harm	E	Application Form/Interview
Excellent understanding of correct and effective information sharing between agencies	E	Application Form/Interview
Knowledge of local support services for individuals living in Thurrock	D	Application Form/Interview
SKILLS AND ABILITIES		
Criteria	Essential/ Desirable	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	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	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

We are committed to operating within the legal framework of the Equality Act 2010. As our organisation qualifies for an exemption under Section 9 of the Act, we only recruit female candidates for this role. This exemption is applied lawfully and in accordance with the specific occupational requirements of our organisation.





What you can expect from us

Supportive Work Environment

- A culture of respect, collaboration, and inclusivity.
- Open-door policy for feedback, ideas, and concerns.

Opportunities for Growth

- Continuous learning through training programs, workshops, and certifications.
- Clear career progression paths to help you achieve your goals.

Work-Life Balance

- Flexible working hours and hybrid/remote work options.
- Paid time off, holidays, and wellness days.

Competitive Compensation

- Fair and market-aligned salary packages.

Recognition and Rewards

- Regular acknowledgment of individual and team contributions.
- Awards, shout-outs, and celebrations of success.

Innovation and Creativity

- Encouragement to bring new ideas to the table.
- Freedom to innovate, experiment, and grow professionally.

A Focus on Well-Being

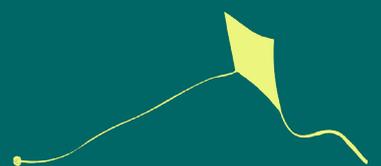
- Mental health resources and employee assistance programs.

Social Responsibility

- Commitment to sustainability and ethical practices.

Empowerment and Autonomy

- Trust in employees to take ownership of their work.
- Support for independent decision-making and problem-solving.



TERMS AND CONDITIONS

Contract	This is a full time position. On a permanent/fixed term contract.
Salary	£26,222.22 per annum paid monthly
Reports to:	Operations Manager - Thurrock
Benefits Include	Contributory Pension Scheme. Equipment to undertake your role (hybrid). Training and developed tailored to your level of experience. Staff Discounts on BrightHR. Pets at Work Policy.
Hours	37.5hrs per week.
Leave	25 days per year plus bank holidays (pro rata).
Expenses	You will be reimbursed for all reasonable expenses which are incurred by you in the proper performance of your duties
Location	Changing Pathways main office is in Felmores End, Basildon. Your location of work will be at Thurrock Refuge. Free parking is available. Parking is available and is charged. Costs are reimbursed.
Occupational Pay	Sick On successful completion of probation, we offer tiered sickness pay benefits.
Notice Period	4 weeks' notice

How to apply

Please complete our application form and email completed form to welcome@changingpathways.org stating clearly in the subject line the post you are applying for.

Those shortlisted for interviewed will be informed by email no later than two weeks after the closing date. Only those who are successfully shortlisted will be contacted.

