

Job Description: Domestic Abuse Lead Practitioner – accommodation v1.2

Job Title: Domestic Abuse Lead Practitioner

Responsible to:

Contract: Temporary - one year contract

Grade/Salary: £26,943.76

Working hours: 37 hours per week

Work location: Touchstone / Cross Francis Street

This post is open to female applicants only as this is deemed a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

The Beacon partnership, including Touchstone, Foundation and Turning Lives Around, are committed to equality and diversity and strongly encourages applications from women with disabilities, from BME backgrounds and the LBT community, as these groups are currently under-represented in our organisation.

Job Summary:

The Domestic Abuse Lead Practitioner will work within a dynamic, fast paced housing support service to ensure the voice of survivors informs every stage of the process. Specialising in working with clients for whom housing, and risk of tenancy breakdown and unplanned outcomes are a factor.

They will work within the Beacon service, Touchstone and Turning Lives Around to make proactive contact and provide high quality advocacy and support, based upon a client led needs and risk assessment. They will advise victim survivors on criminal justice and civil remedies and related matters and coordinate the provision of multi-agency support.

Part of the role will be to establish positive, proactive and innovative working relationships with a range of services and organisations across the Beacon partnership. The post holder will co-support a small caseload of victim survivors and will also be required to deliver training and reflective practice across TLA and the Beacon partnership, as well as facilitating programs for clients who are currently the subject of domestic violence and abuse (DVA) and those with a history of DVA.

You will:

Have strong communication skills and experience of partnership working, as the role will involve the initiating, developing and maintaining effective multi agency relationships, attending MARAC and case conferences and adhering to statutory protocols and procedures.

The post holder will have an excellent understanding of DVA and its effects on victim survivors and their children, as well as best practice within the DVA and housing sectors.

Experience of direct work with survivors of domestic violence, of supporting clients with housing needs, and of working within safeguarding procedures is essential for this post, as is the need to adopt and promote a strong partnership approach to service provision.

Main Duties and Responsibilities:

Ensure effective access across the Beacon partnership and TLA services and encourage their engagement with the service, through multi agency working and service flexibility.

- Form and maintain relationships with local specialist DVA services; to enable successful referrals of individuals, for continuing support, advice and assistance provide support to members of the teams - Work alongside Housing Support Workers to conduct assessments of needs and risk for clients experiencing DVA, carrying out short and longer term risk management, safety planning and support, and identifying and referring to services appropriate to their needs, including attendance at MARAC as required.
- Develop and deliver support plans that include delivery of high-quality face to face or telephone crisis intervention, information, advocacy and support, in respect to criminal and civil remedies, housing, health, welfare rights, children's legislation and other appropriate interventions.
- Advise clients of their rights and options for seeking help and support from other agencies, making referrals and co-ordinating the provision of multi-agency support where necessary, and proactively advocate ensuring barriers to accessing support and protection are minimised.
- Proactively assess the needs and safety of clients at risk giving due regard to Adult at Risk policies and procedures.
- Participate in multi-agency conferences in respect of children and adults at risk as required, providing reports and undertaking actions as necessary.
- Work with their line manager and other managers to ensure all monitoring and evaluation for the project is accurate and fully maintained, and keep managers informed of any issues and successes.
- Ensure that agreed case recording and monitoring systems are kept up to date and secure, and write internal and external reports where required, including for safeguarding conferences, team meetings, managers and others.
- Participate in multi-agency working and focus groups and follow through on agreed appropriate actions that arise from these.

- Work in partnership with all colleagues across the Beacon partnership and TLA to provide organisational advocacy and advice in order to maximise positive outcomes and use the appropriate reporting mechanisms to highlight persistent or recurring issues that arise.
- Contribute to the delivery of training across the Beacon partnership and TLA, including for new starters, as well as experienced practitioners.
- Facilitate reflective practice sessions around DVA and contribute to the overall implementation of this mechanism across TLA and the wider Beacon partnership.
- Provide sessions for clients on healthy relationships and well-being, as well as utilising established survivor-led programs.
- Undertake training which is relevant to this post, such as Certificate in DVA Level 3 OCNLR.

General duties:

- At all times protect the safety and security of the Beacon partners clients, employees, volunteers and buildings, and the confidentiality of records and other information in line with general data protection requirements.
- Proactively assess the needs and safety of clients and their children to ensure that any risks/needs identified are addressed, having full regard to Safeguarding Children's policy and Safeguarding Adults at Risk policy and complying with the Local Safeguarding Children and Adults requirements.
- Be responsible for personal learning development and keep up to date on research, relevant legislation, policy and practice, and other literature relevant to the project.
- Participate in supervision, training, DVA forums and meetings as required and work as a member of the team to ensure effective delivery of service and individual work plans.
- Ensure the effective implementation of Safeguarding, Health & Safety, Equality and Diversity and other policies and procedures and uphold the core values of Beacon and TLA.
- Work across teams and undertake such other duties, appropriate to the grade and character of the work, as may be reasonably expected.
- Participate in the on-call support rota as required

Amendments: This description accurately reflects the present position; it may be amended and reviewed. Any change will be made following a proper period of consultation.

PERSON SPECIFICATION

Detailed below are the essential and desirable criteria required of applicants.

The “essential requirements” indicate the minimum for the role whilst the “desirable requirements” are additional attributes to enable the applicant to perform the role more effectively or with training. The “desirable requirements” may be used to distinguish between candidates invited for interview.

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
KNOWLEDGE AND QUALIFICATIONS:	<ul style="list-style-type: none"> • An understanding of and an empathy with the needs and experiences of women, children and men who have experienced domestic violence. • A good understanding of the dynamics of domestic violence (physical, emotional and sexual violence, so-called ‘honour-based violence’, forced marriage, stalking and harassment) and its impact on the victim survivors, their children, families and communities. • Thorough knowledge of safeguarding practice, procedures and legislation. • Knowledge and understanding of accommodation options across Leeds, especially those for clients who are experiencing DVA and are facing multiple disadvantage. 	<ul style="list-style-type: none"> • An understanding of trauma and the role it plays in clients who are facing multiple disadvantage, especially in relation to DVA • Knowledge of perpetrator work and programmes 	Application form and interview
EXPERIENCE	<p>At least one years’ experience of:</p> <ul style="list-style-type: none"> • Supporting individuals who have experienced DVA, forced marriage or ‘honour-based violence’. • Risk and needs assessment, safety and support planning, particularly with clients facing multiple disadvantage. 	<ul style="list-style-type: none"> • working with pregnant women who have experienced DVA and liaising with health professionals 	Application form and interview

	<ul style="list-style-type: none"> • Partnership working and of maintaining excellent working relationships with a range of stakeholders. • Working with housing agencies or in a supported accommodation setting. 		
DISPOSITION	<ul style="list-style-type: none"> • The skills to work in a trauma responsive manner, including excellent communication and rapport building skills. • Excellent risk assessment, support skills and the ability to advocate successfully using evidence and professional experience. • Ability to network, influence, problem solve and apply solution focused approaches to increase access and safety and facilitate positive outcomes for the victim survivors of DVA. • Ability to work well within a team and responsibly on your own initiative, and of maintaining professional boundaries with clients, colleagues and partner agencies. • Flexible, proactive approach and a good ability to prioritise work. • Good crisis management skills and the ability to work effectively under pressure and to deadlines. • Good data collection, monitoring and IT skills, including word processing and using databases and spreadsheets. • The ability to build rapport quickly with women, children and men participating in the service. • Ability to work co-operatively with colleagues, in statutory and non-statutory agencies. • Clear boundaries and a willingness to accept line management and make effective use of 	<ul style="list-style-type: none"> • Good report writing skills, including preparing reports for case conference and information for Multi agency Risk Assessment Conferences (MARAC's). 	Application form and interview

	<p>supervision, including mentoring and/or clinical supervision.</p> <ul style="list-style-type: none">• A good understanding of the importance of confidentiality and anti-discriminatory practice; safe practice and health and safety procedures• A good understanding of cultural issues and equal opportunities• A firm commitment to victim survivors' rights and to work within the core values of Beacon and TLA• Willingness to carry out the policies and procedures of the Beacon partnership and to work to agreed guidelines and codes of conduct.		
--	--	--	--

This post is subject to a Disclosure and Barring Service check at an enhanced level.