

## **Job Outline – Domestic Abuse Worker**

<b>JOB TITLE:</b>	Domestic Abuse Worker
<b>GRADE:</b>	VQ5 (DipPS/DipSW/BSW or equivalent)
<b>SALARY:</b>	NNC Band 4 - £29,038-£36,084
<b>HOURS:</b>	37 hours per week
<b>REPORTS TO:</b>	Senior Probation Officer or Family Safeguarding Team Manager
<b>DEPARTMENT:</b>	Family Safeguarding Team
<b>LOCATION:</b>	Locations across Hertfordshire

### **STATEMENT OF VALUES:**

The Family Safeguarding Team aims to keep the highest risk children and families in Hertfordshire together safely, improve health and educational outcomes for the children and reduce physical and emotional harm in families.

### **PURPOSE OF THE JOB:**

To provide high quality assessment and interventions to the highest risk families as part of the Family Safeguarding Team within a context of ensuring the personal safety of those involved. This includes working with perpetrators of domestic violence and supporting victims.

### **MAIN AREAS OF RESPONSIBILITY:**

#### **Service Users:**

- Work with other professionals within the Family Safeguarding Team, to develop and deliver services to perpetrators and victims of domestic abuse in a timely manner.
- Assess and contribute to the management of risk of harm to ensure the safety of family members including the development of a written safety plan.
- Plan, supervise, enforce and review the behaviours and levels of risk of perpetrators of domestic abuse by working as part of a multi agency team to match levels of resources to assessed risk.
- Work with the perpetrator and the family to assess and manage risk of further harm ensuring that the perpetrator accepts responsibility for their actions and is working to change their behaviour.
- Work closely with professionals in the Family Safeguarding Team, the police, probation service, mental health service MARACS and MAPPA to ensure that

increases in risk of harm are escalated rapidly and a multi-agency plan is in place.

- Contact prisoners and contribute domestic violence and safeguarding plans as part of sentence planning, to reduce the risk of re-offending; contribute to recall decisions in consultation with the probation offender manager and SPO for prisoners in breach of licence, attend appeal hearings if required.
- Undertake home visits as required as part of risk assessment and management.
- Develop and deliver group work activities based on cognitive behavioural approaches to appropriately assess, manage and reduce the risk of domestic violence and anger; as well as impacting positively on thinking and behaviour more generally.
- Contribute to the evaluation and reporting of the impact of group work interventions and work with other professionals in doing this, as required.
- Develop and deliver group work activities to fathers, teaching parenting skills and positive parenting, where suitable.
- Undertake office duty, as scheduled, to deal with urgent cases or queries as required.

### **Information**

- Obtain information about perpetrators of domestic abuse in high risk families through interviews and enquiries
- Process information relating to individuals' abusive behaviour; keep records and update Capacity for Change Workbook and other colleagues in the team where appropriate.
- Ensure confidentiality and security of such information, sharing with other professionals as appropriate.
- To support people wanting to exit a domestically abusive setting with advice around access to housing and benefits, including liaison with relevant specialist support services as appropriate.
- To ensure that victims are aware of their rights to legal protection for themselves and their children and to arrange for the provision of legal advice as required, including accompanying to appointments if appropriate.

### **Team Working**

- Contribute to the setting up of the Family Safeguarding Team and development of a new ethos and working practices aimed at improving outcomes for children.
- Contribute to the planning, running and reviewing of the team's work programmes.
- Contribute effectively to team case discussion meetings and group supervision, exchanging information to support the work of the team and other agencies.
- Contribute to team and self development and performance enhancement
- Manage cases jointly with other team professionals, calling on other statutory and non-statutory providers of relevant services where appropriate.
- Contribute to team risk plans in respect of individual families at risk of, or experiencing domestic violence to ensure their safety and security.
- Work in partnership with other team members and agencies and advocate for victims to ensure their needs are met, including liaison with housing providers and refuges, MARAC,

Police, IDVA, SARC, Probation and MAPPA.

- Advise team on risk assessment and risk management as required.

## **EQUALITY AND DIVERSITY**

The Family Safeguarding Team is committed to openness and equality of opportunity in every activity, from the way we employ staff to the way we deliver services. It is a central responsibility of Managers and Employees of the Team to ensure that every individual that we come into contact with is treated with dignity and respect.

## **DISCLOSURE AND BARRING SERVICE**

Safeguarding children and adults is of utmost importance to the organisations represented in the Family Safeguarding Team. The team expects employees to abide by legislation and best practice to enable it to achieve this. This role has been identified as requiring a DBS check. You must therefore ensure that the appropriate form is completed and returned as requested by the Resourcing Team, as this will form a contractual requirement.

You are required to sign up to and maintain registration with the DBS Update Service and allow the Team to retain a copy of the disclosure certificate within your personal file.

If you fail to disclose any caution, reprimand or conviction which is later identified on your DBS check you may be subject to disciplinary action and we reserve the right to suspend or dismiss you. In line with the requirements of the Update Service you will be required to maintain your personal information. The council will review your DBS record periodically to identify any changes in circumstances that may be detrimental to your employment.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

## **HEALTH AND SAFETY**

It will be the duty of every employee while at work to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.



## PERSON SPECIFICATION

**Please ensure when making your application that you provide anonymised case examples which demonstrate how you meet the criteria below**

	<b>Essential Criteria</b>
<b>Qualifications and Knowledge</b>	<ul style="list-style-type: none"> <li>• CQSW/Social Work Diploma/BSW/PQF Level 5, DipPS</li> </ul>
<b>Relevant Demonstrable Knowledge and/or Experience of:</b>	<ul style="list-style-type: none"> <li>• Working effectively with perpetrators and victims of domestic violence with demonstrable outcomes.</li> <li>• Representing organisations in formal settings with a range of stakeholders to advocate for victims of domestic violence with confidence, authority and credibility to achieve positive outcomes for them.</li> <li>• Building positive and respectful working relationships with a range of stakeholders and service users.</li> <li>• Undertaken good quality and appropriate risk assessments of victims of domestic violence which respond to their specific needs and protect them and their families from harm.</li> <li>• Working with service users either individually or in groups who may present with difficult and challenging problems.</li> </ul>
<b>Knowledge and applied understanding of:</b>	<ul style="list-style-type: none"> <li>• Knowledge of the risk assessment and management dynamics and impact of domestic violence and how best to support victims.</li> <li>• CBT based approaches.</li> <li>• Motivational Interviewing.</li> <li>• Personality disorders and how they may affect risk.</li> <li>• Up to date knowledge of housing, criminal, civil and welfare rights legislation relating to domestic violence.</li> </ul>
<b>Proven Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Extensive experience of sensitively assessing and responding to the needs and risks of victims of domestic violence.</li> </ul>

	<ul style="list-style-type: none"> <li>• Evidence of the ability to provide, non-judgemental, non-directive and confidential support to perpetrators and victims allowing victims to take control of their lives and set realistic objectives and goals.</li> <li>• Evidence of having produced high quality written reports and plans and verbal communication skills.</li> <li>• To manage self and take responsibility for own development, with evidence of continuous professional development and its impact on the working environment.</li> <li>• Demonstrable ability to analyse and solve problems creatively with positive outcomes.</li> <li>• Effective IT skills and evidence of having used them to enhance the validity/ reliability and confidentiality of data.</li> <li>• To gather, analyse and interpret information effectively which leads to appropriate decision making and outcomes.</li> <li>• To coach and motivate others to achieve change and improvement.</li> </ul>
<b>Behaviours</b>	<ul style="list-style-type: none"> <li>• Resilience and the proven ability to work under pressure in order to deliver to tight deadlines and challenging performance targets.</li> <li>• Demonstrates the resilience and curiosity to be able to work in, and contribute to, a pilot environment where outcomes and working processes are regularly evolving.</li> <li>• Works within a defined Values and Behaviours Framework.</li> <li>• Commitment to equality and diversity and demonstrable understanding of how it impacts on the role and outcomes for under-represented groups.</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Demonstrates appropriate motivation for wanting to work with highest risk families, centred on meeting their needs.</li> <li>• Shows a realistic appreciation of the challenges of working with this client group.</li> <li>• Manages strong emotions and responds constructively to the source of problems.</li> <li>• In highly stressful situations, keeps own feelings in check, takes constructive action and calms others down.</li> <li>• Has a range of mechanisms for dealing with stress and can recognise when to use them.</li> <li>• Demonstrates a clear understanding of appropriate professional boundaries.</li> <li>• Demonstrates a commitment to safeguarding and can demonstrate an ability to contribute towards a safer working culture.</li> </ul>