



Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Domestic Abuse Practitioner	Grade: PO1
Section: Children and Families	Directorate: Children’s Services
Responsible to following manager: Family Safeguarding Domestic Abuse Lead Family Safeguarding Team Manager	Responsible for following staff:
Post Number/s:	Last review date:

Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

Wandsworth is at the forefront of innovation. Our new Family Safeguarding multi-disciplinary teams bring together specialist workers to who work alongside children and families to support ‘whole family’ needs. This includes substance misuse, mental health and domestic abuse Probation workers.

This is a unique opportunity to join us and be part of the first authority in London selected to launch the nationally acclaimed Family Safeguarding model. As part of the team you will use motivational interviewing in your work with families, take part in collaborative group case supervisions and use bespoke Family Intervention modules to record and support change for children in need of help and protection.

Job Purpose

- To provide high quality interventions to the highest risk families as part of the Family Safeguarding Team. This includes working with and victims of domestic violence and those in crisis to support them to be able to live safely and free from violence.

Specific Duties and Responsibilities

- Work with other professionals within the Family Safeguarding Team, to develop and deliver services to victims of domestic abuse in a timely manner
- Provide practical and emotional support to victims of domestic abuse and their children, working within appropriate professional guidelines and legislation.
- Contribute as part of a plan for a family, manage and evaluate risk of offending, failure to protect, harm to self and others and the need for intervention to reduce abuse, coercive control and violence.
- Provide high quality support and safety planning, including safe room planning, to those experiencing, or at risk of, domestic violence. This includes working with victims to safely maintain their current accommodation, access alternative housing, welfare benefits, legal advice and support services where appropriate.
- Establish the risks to, and needs of, individuals and families at risk of, or experiencing, domestic abuse and work with other team members to develop plans to address and manage these risks.
- Work closely with professionals in the Family Safeguarding Team, the police, probation service, mental health service MARACS and other key boards/ agencies to ensure that increases in risk of harm are escalated rapidly and a multi-agency plan is in place.
- Undertake home visits as required as part of risk assessment and management.
- Undertake rostered office duty to deal with urgent cases or queries

Information

- Obtain information about perpetrators of domestic abuse in high risk families through interviews and enquiries through the use of motivational interviewing.
- 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 assess benefit requirements of people escaping domestic violence and to direct them to housing and other benefits promptly where 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, 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.
- To contribute to team risk plans in respect of individual families at risk of, or experiencing domestic violence to ensure their safety and security.
- To work in partnership with other team members and agencies and to 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.

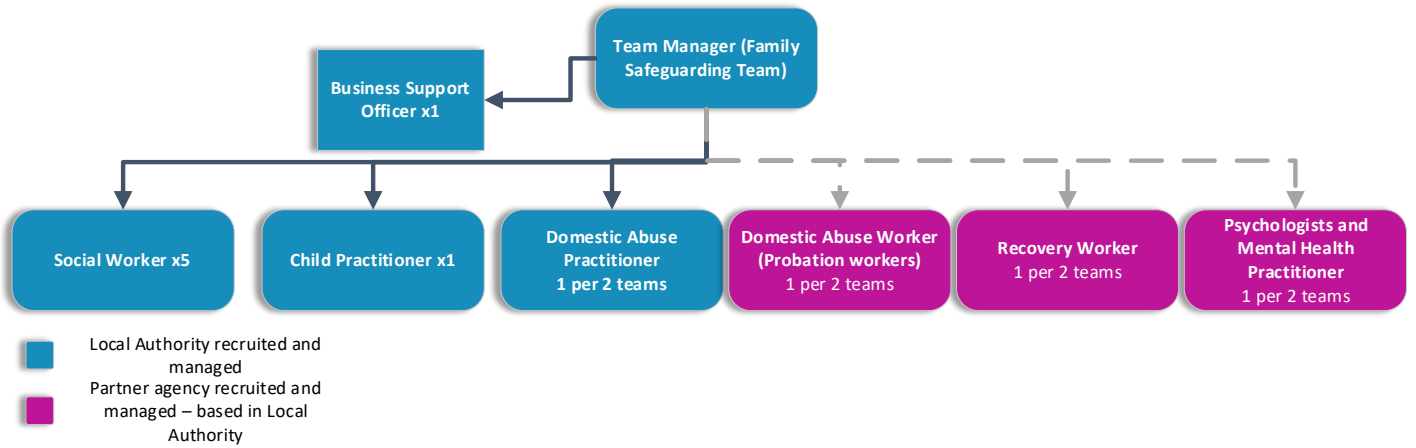
Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

Additional Information

Team structure

For the wider structure please go to The Loop.



Person Specification

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Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

Being open. This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

Being supportive. This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

Being positive. Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a ‘can do’ attitude and are continuously looking for ways to help each other improve.

Person Specification Requirements	Assessed by A & I/ T/ C (see below for explanation)
Knowledge	
Knowledge and relevant experience of having worked with victims of domestic violence in a previous role.	A/I
Knowledge of the risk assessment and management dynamics and impact of domestic violence and how best to support victims.	A/I
CBT based approaches.	A/I
Personality disorders and how they may affect risk.	A/I
Up to date knowledge of housing, criminal, civil and welfare rights legislation relating to domestic violence.	A

Experience	
Working effectively with victims of domestic violence with demonstrable outcomes.	A/I
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.	A/I
Building positive and respectful working relationships with a range of stakeholders and service users.	A
Having 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.	A/I
Working with service users either individually or in groups who may present with difficult and challenging problems.	A
Extensive experience of sensitively assessing and responding to the needs and risks of victims of domestic violence.	
Evidence of having produced high quality written reports and plans and verbal communication skills.	
To manage self and take responsibility for own development, with evidence of continuous professional development and its impact a working environment.	
Skills	
Evidence of the ability to provide, non-judgemental, non-directive and confidential support to victims allowing them to take control of their lives and set realistic objectives and goals.	
Effective IT skills and evidence of having used them to enhance the validity/ reliability and confidentiality of data.	
To gather, analyse and interpret information effectively which leads to appropriate decision making and outcomes.	
Demonstrable ability to analyse and solve problems creatively with positive outcomes.	
To coach and motivate others to achieve change and improvement.	
Resilience and the proven ability to work under pressure in order to deliver to tight deadlines and challenging performance targets.	
Demonstrates appropriate motivation for wanting to work with highest risk families, which is centred on meeting their needs.	
Shows a realistic appreciation of the challenges of working with this client group.	
Manages strong emotions and responds constructively to the source of problems.	
In highly stressful situations, keeps own feelings in check, takes constructive action and calms others down.	
Has a range of mechanisms for dealing with stress and can recognise when to use them.	
Demonstrates a clear understanding of appropriate professional	



boundaries.	
Demonstrates a commitment to safeguarding and can demonstrate an ability to contribute towards a safer working culture.	
Qualifications	

A – Application form / CV

I – Interview

T – Test

C - Certificate