**Domestic Violence Awareness Practitioner – The Change Hub**

**Position:** Domestic Violence Awareness Practitioner (DVAP) – South Essex/Southend

**Reports to:** Change Hub Service Manager

**Hours:** 37.5 hours per week

**Contract length:** 9 months (Maternity Leave cover) - **Secondment will be considered**

**Salary**: £34,272 (pro rata)

**Closing date:** 12.05.23

**Interviews:** 18.05.23

**Applications:** CV and Covering Letter (up to 200 words) via Indeed or send to

sarah.griffin@thechangeportfolio.org

**DVAPs hold a caseload, with a main focus on;**

* Contributing to a multi-agency assessment and management of risk to victim/survivors and children affected by domestic abuse in Essex and Southend.
* Delivering behaviour change interventions to perpetrators referred by Multi Agency Risk Assessment Conferences (MARAC) or other agencies working with individuals/families where domestic abuse is a concern.
* Pro-actively securing service user engagement and influencing attitudinal change.
* Making meaningful links and signposting to complementary services to reduce risk posed by clients engaged with the service.
* Working with the Integrated Support Service (ISS) within The Change Project (TCP) and community domestic abuse support services to review risk and inform ongoing intervention.

In addition, the post-holder will;

* Establish and maintain excellent working relationships with statutory and community based organisations working with individuals/families where domestic abuse is/may be a concern, attending organisational meetings as required. Contribute to the Southend, Essex and Thurrock Domestic Abuse Board (SETDAB) Strategic Plan (2020-25) and achieving The Change Hub success outcomes.
* Attend MARAC in Essex and Southend as required to assist in the selection of appropriate cases for allocation within The Change Hub.
* Represent The Change Hub at local multi-agency/networking events.
* Support The Change Project through active promotion and involvement in fundraising events wherever possible.

**Case management responsibilities:**

* Comply with Safeguarding Children and Vulnerable Adults policies and procedures and information sharing policies.
* Ensure that service users and colleagues understand and comply with the TCPs safeguarding framework.
* Manage a caseload focusing on perpetrators of domestic abuse, including those posing high/very high risk, to provide (semi)structured motivational and behaviour change sessions.
* Take appropriate steps to protect where there is an imminent risk to another person.
* Signpost and support referrals to other services that contribute to reducing risk and/or improve the wellbeing of Change Hub clients.
* Ensure effective and safe personal practice, and awareness of vicarious trauma and boundaries.
* Attend monthly supervision with The Change Hub Service Manager.
* Attend monthly case management meetings with The Change Hub Service Manager and Integrated Support Service.
* Attend clinical supervision.

**DVAP Recording and administration:**

* Ensure that case files and records are accurate and complete, and are kept and in compliance with the GDPR policies and procedures of TCP.
* Enter all required information into The Change Project electronic case management system to enable tracking of service user change and risk management.
* Comply with data protection and information sharing protocols that TCP has agreed to.
* Adhere to policy and procedures in relation to health and safety in all aspects of work.

**Direct work with service users:**

The welfare and safety of victims/survivors, children and young people, and vulnerable adults is paramount. DVAPs will take timely and appropriate action to safeguard vulnerable adults and children in every aspect of their work.

The post-holder will;

* Maintain a proactive response to service users, continuously providing positive options for behaviour change through effective listening, communication and interpersonal skills.
* Undertake assessment of risk, needs and attitudes to inform the individual service user’s intervention delivery plan.
* Deliver (semi)structured behaviour change interventions using a combination of motivational interviewing, relationship building, and therapeutic skills to engage service users and reduce risk to victim/survivors and children.
* Motivate and support service users to address the broad range of needs that may contribute to the risk they pose to others and/or act as barriers for them addressing that risk through referral pathways to relevant organisations.
* Ensure that risk assessment and risk management procedures are fully embedded in all areas of work, and safeguarding procedures are followed at all times.
* Respect and value the diversity of the communities in which the service works in, providing a service that recognises the diverse needs of all service users and their families.

**General:**

* Remain up-to-date and compliant with all relevant legislation connected to your work, including TCP procedures, policies and professional codes of conduct and practice guidance, in order to uphold standards of best practice.
* Be confident to evidence reflective practice in all aspects of work.
* Be committed to reviewing individual and team practice and undertake regular training.
* Act with integrity and respect when interacting with service users, employees, agencies and individuals.
* Demonstrate an ability to work within a hybrid service delivery model and have access to a confidential home-working environment as required.
* Hold a full driving license, have access to a car and be able to travel as required.
* Undertake evening and weekend work as required.
* Undertake other duties as required by the Service Manager that reasonably fall within the scope of the post.
* Applicants will be required to undergo an enhanced criminal record check before employment starts.

**Experience:**

Essential

* A minimum of 2 years' directly working with perpetrators of domestic abuse within a criminal justice and/or wider supportive service(s).
* Knowledge of effective ways of working/engaging with perpetrators of domestic abuse using both (semi)structured and responsive approaches.
* Working within a public protection/ safeguarding multi-agency setting e.g. Safeguarding Children and Vulnerable Adults, MARAC.
* Use of domestic abuse assessment tools (e.g. DASH, SARA, DARA) to identify risk, and manage safeguarding issues and procedures.
* Writing and presenting information formally and informally to a range of audiences.
* Working within legislative frameworks and using this application to develop, influence and encourage partnership working.
* Evidence of keeping reliable and timely reporting and meeting deadlines.

Desirable

* Direct work with service users within a mental health and/or substance misuse setting.
* Delivery of early intervention approaches.
* Working with young people, female service users and/or individuals with complex needs.

**Knowledge and Understanding**

The post-holder will;

* Hold a relevant Bachelor's Degree in a relevant field or equivalent vocational experience.
* Have an excellent understanding of domestic abuse, including the impact on victim/survivors and their children.
* Understand the purpose and use of domestic abuse risk assessment tools – e.g. DASH, SARA.
* Have an understanding of public protection arrangements, the provision of policing, safeguarding children and vulnerable adults, health and social care, housing support and of multi-agency/partnership working.
* Demonstrate theoretical and procedural knowledge of other services involved in the multi-agency response to domestic abuse.
* Understand multi-agency partnerships in relation to domestic abuse.
* Have an understanding of the MARAC process at an operational level.
* Understand the Safeguarding Children and Vulnerable Adults system.

**Skills:**

* Excellent conflict and crisis management skills.
* Excellent time management skills with the ability to work under pressure, and manage a complex and demanding workload.
* Ability to deal with stressful and difficult situations.
* Ability to lead and facilitate discussions to achieve a positive outcome.
* Ability and willingness to work independently and as part of a team.
* Excellent relationship management with regard to multi-agency work that incorporates sensitivity, responsiveness and attention to the promotion of congruent and effective partnership working.
* Proficient IT skills, including use of Microsoft Office and Microsoft Teams or other video-calling platforms.
* Networking skills and the ability to develop strong working relationships with other agencies.
* Reflection and self-awareness.

**Attributes:**

The post holder will;

* Demonstrate a commitment to ending domestic abuse and safeguarding victim/survivors and children at risk through the development and delivery of effective interventions for perpetrators.
* Approach all aspects of their role using initiative, whilst working both independently and as part of a team.
* Capacity to manage raw emotions including conflict, challenge and trauma.