

Domestic Violence Intervention Project



Violence Prevention Worker Person Specification and Job Description

Job Title: Violence Prevention Worker, Programmes Team

Hours: 35 hours per week

Salary:

Location: Based at DVIP's office in Southwark (Old Kent Road), with the expectation of being located within any Borough in London or the Home Counties where DVIP is contracted to work, for part of the working week.

Accountable to: Programmes Team Manager

Duration: Permanent

Job Purpose: To undertake groupwork and individual sessions with men who attend DVIP from any of the following sources: self-referring men and men who are referred via social service departments or the family courts, in a way that prioritises the safety of the man's (ex) partner. Assessment of referred men and / or outreach and training within contracted localities will also be part of this job, including regular days working within a co-located setting alongside other agencies as a domestic violence specialist.

Person Specification

This person specification states the essential experience, knowledge, skills and attitudes which the selection panel will use to draw up a short list of applicants to be interviewed.

1 - Experience

Essential:

1. Experience of providing one-to-one counselling, or group work with men.
2. Experience of working with men from different BME groups.
3. Experience of co-facilitating groups.
4. Experience of managing own work load and related admin.
5. Experience of liaising with social workers or other professionals from a range of statutory and voluntary agencies.

Desirable:

1. Experience of working with men on the issues of violence and abuse towards women.
2. Experience in a related area, e.g. substance misuse, child protection, family support.
3. Experience of delivering training or briefings on DV or related issues to professionals
4. Proficiency in speaking and writing a language in addition to English.

2. - Knowledge

Essential:

1. An understanding of the nature of domestic violence and its effects on women and children.
2. An understanding of why men use abusive behaviours towards women in relationships and the range of models used in addressing this behaviour.
3. An understanding of risk factors in perpetrators of domestic violence.

Desirable:

1. An understanding of the criminal justice system in relation to domestic violence and the other legal options available to women experiencing domestic abuse.
2. An understanding of the child protection system.

3 - Skills

Essential:

1. The ability to communicate clearly with a range of people both over the telephone and in person, sometimes over sensitive and / or complex issues.
2. The ability to organise your own work load and use your own initiative.
3. The ability to work as part of a team.
4. The ability to manage your own administration, be able to use a computer, particularly word processing packages and databases, and to maintain effective administrative systems.

Desirable:

Skills in group work with men and/or offenders..

4 - Attitude

Essential:

1. Demonstrate an understanding of Anti-Discriminatory Practice in employment and service delivery and a commitment to implementing Anti-Discriminatory Practice in relation to job responsibilities.
2. Demonstrate an understanding of and a commitment to work in accordance with the Confidentiality and Equal Opportunities Policies of the organisation.
3. Demonstrate an understanding of and commitment to work in accordance with the objectives and principles of DVIP.
4. Demonstrate a willingness to work within an organisation which works both with male perpetrators of and with women who have experienced domestic violence.
5. Willingness and ability to work flexibly and to work evenings.

Job Description:

Client work and liaison.

1. To conduct violence prevention work with men in a way that shows an understanding of domestic violence and its effects on women.
2. To lead with a co-worker a structured violence prevention programme for men who have been abusive towards an (ex)partner.
3. To conduct appointment based assessments with potential clients to assess their suitability for the violence prevention programme based on DVIP's aims and criteria, submitting reports to court, social services and other agencies as necessary.
4. To conduct meetings with clients and other professionals as necessary.
5. To liaise with other agencies as appropriate, attending core group and case conferences as required, and being co-located alongside other professionals to offer consultation and other support as a DV specialist.
6. To take part in casework meetings with other DVIP workers about the progress of men and issues from work with women in order to ensure that women and children's safety remains at the forefront of DVIP's work.
7. To implement actions agreed in casework discussions.
8. To assist in presentations, training events or workshops about the work of DVIP.
9. To assist in representing DVIP as required at meetings, seminars and conferences.

Sessional workers and Volunteers

1. Providing day to day support, advice and back up to sessional workers and/or volunteers.
2. Assisting and supporting sessional workers/volunteers working within DVIP.
3. Assisting in recruitment, selection and training of sessional workers/volunteers.

Administration

1. To assist with collecting information needed for monitoring purposes.
2. Maintaining up to date information on legal, housing and welfare issues relevant to domestic violence.
3. Providing assistance in producing statistical and other reports on work done with men to meet the requirements of funders and the Management Committee and co-operating in the ongoing evaluation of DVIP's services.
4. To maintain appropriate client records.
5. To undertake evaluation questionnaires with women and men using the DVIP service.

Other

1. Attending and contributing to regular team meetings.
2. Attending line management sessions as requested and to provide information on client work, service delivery and organisational issues to the line manager.
3. To implement decisions agreed made in line management meetings
4. Attending and actively participating in Treatment Management workshops and Clinical Supervision regularly, and implementing learning from these into practice.
5. Participating in development policy, strategies and working practices of DVIP by attending meetings and giving feedback as appropriate to others doing this work.
6. Actively participating in local Domestic Violence Fora, and other related groups/forums.
7. Assisting with general cover of the DVIP office.
8. Conducting all work in a way that reflects the aims and principles of DVIP, in particular DVIP's policies on Equal Opportunities and Confidentiality.
9. To keep up to date with domestic violence issues and participate in relevant training as required.
10. Undertaking any other duties as reasonably requested.