

Domestic Violence Intervention Project

Women's Service Practitioner

Person Specification and Job Description



Location: Based at DVIP's office in Old Kent Road (Southwark), with an expectation of regular travel throughout the Greater London area to deliver work when required in contracted localities.

Hours: 35 hours per week

Salary: £31,596 p.a. (including Inner London Weighting) + pension contribution

Accountable to: Community Team Manager

Duration: Permanent

Job Purpose: To undertake pro-active contact with partners and ex-partners of men referred to the Violence Prevention Programme, including telephone, face-to-face and group work support, with the aim of increasing women and children's safety and supporting women to make informed, healthy choices regarding all aspects of their lives. To assess the risks and vulnerabilities of victims of domestic violence and abuse and identify available support to reduce risks and meet their needs. To deliver individual and group support services to victims of domestic abuse.

To deliver outreach and training in aspects of domestic violence and DVIP's work, including some regular co-location alongside referring agencies to support their positive responses to women experiencing abuse.

Person Specification

1 - Experience

Essential:

1. Experience of working with women on issues of domestic violence, including safety planning, short and long term counselling, one-to-one support or group work.
2. Experience of assessing women in relation to their vulnerability and needs linked to their experiences of domestic violence and abuse.
3. Experience of working with women from BME and various faith groups.
4. Experience of liaising with social workers or other professionals from a range of

statutory and voluntary agencies.

5. Experience of managing own workload and admin.

Desirable:

1. Experience of working within, or in close partnership with a related field of work with women who may have been exposed to domestic violence, such as Children's Services, substance misuse agencies, mental health, etc.

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 and their effects on victims, including parenting vulnerabilities for mothers exposed to violence and abuse.

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. One to one or groupwork skills with women.
3. The ability to organise your own work load and use your own initiative.
4. The ability to work flexibly as part of a team, in a statutory service setting, whilst retaining the boundaries required within DVIP's work model.
5. The ability to manage your own administration, be able to use a computer, particularly word processing packages, and to maintain effective administrative systems.
6. The ability to display appropriate authority with colleagues and external staff in decision making regarding client casework.

Desirable:

1. The ability to assess the risk to, and vulnerability of, those experiencing domestic violence, and report findings back in written or verbal formats to assist statutory services in decision making.
2. Both one-to-one and group work skills with women who have experienced domestic abuse.
3. Training delivery and mentoring skills in relation to internal and external staff.
4. Proficiency in speaking and writing in any language in addition to English.

4 - Attitude

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. A willingness to work constructively and in a solution-focused way in partnership with external agencies.

Job Description

Client work and liaison

1. To ensure that women whose partners have been referred to DVIP's services are contacted and offered support and information about their rights and other sources of support and advice.
2. To provide telephone support, advice and referrals to other agencies, to the (ex) partner's of the men on DVIP's violence prevention programme.
3. To assess women in relation to their vulnerability regarding domestic violence, including the impact of this on their parenting, and to prepare written and verbal reports to statutory agencies (primarily Children's Services) regarding these assessments.
4. To conduct one-to-one support, advice and safety sessions with women.
5. To undertake group work sessions, including those in co-located venues, with women who have experienced domestic violence.
6. To take part in case management 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 assist in the delivery of training and outreach events to external agencies and new internal staff, including some regular days co-located alongside other professionals, usually Children's Services Social Workers.

Sessional workers and volunteers

1. To provide day to day support, advice and back up to sessional workers and/or volunteers.
2. To assist and support sessional workers/volunteers working within DVIP.
3. To assist in the recruitment, selection and training of sessional workers/volunteers.

Administration

1. To contribute towards data input systems which collect information needed for monitoring purposes to management and funders and the ongoing evaluation of DVIP's services.
2. To maintain appropriate client records.

Other

1. To attend and contribute to all relevant team and staff meetings.
2. To attend line management, clinical supervision and reflective practice sessions as requested and provide information on client work, service delivery and organisational issues to the line manager.
3. To participate in the development of policy, strategies and working practices of DVIP by attending meetings and giving feedback as appropriate to others doing this work.
4. To actively participate in the local Domestic Violence fora, and other relevant fora as required.
5. To conduct all work in a way that reflects the aims and principles of DVIP, in particular DVIP's policies on Equal Opportunities and Confidentiality.
6. To keep up to date with domestic violence issues and participate in relevant training as required.

7. To undertake other duties as reasonably requested.