

Job Description Template

Job Description

JOB TITLE:	Safety Worker – Domestic abuse perpetrator intervention
GRADE:	I
POST NUMBER:	D031200231
DIRECTORATE:	Children's Services
SERVICE:	Supporting Families
RESPONSIBLE TO :	The Positive Change Service (PCS), Team Manager, Eva Armsby Family Centre
RESPONSIBLE FOR:	No direct line management of staff. Responsible for supervising the learning and work of social work students undertaking placements in PCS and the learning and task management of staff from elsewhere in the council delivering PCS interventions.
RESTRICTIONS	DBS Enhanced check required This post is not politically restricted This post is specified for a male worker as per an occupational requirement to enable us to use mix-gender co-facilitators in our groupwork with fathers.
JOB SUMMARY:	To deliver high quality specialist domestic violence and abuse (DVA) intervention to perpetrators and/or victims and children in both Sylheti Bengali and English. These interventions form part of two functional teams (perpetrator facing and victim facing) that deliver a co-ordinated DVA service that provides group, couples and individual work to perpetrators, victim/survivors and their children. Being a role model of the TOWER behaviours, through leading by example.

ROLE REQUIREMENTS:	
CLIENT WORK	
1.	To provide specialist domestic abuse intervention and support to perpetrators, victims and children in Sylheti and English
2.	To work with clients at the higher tiers of child protection (especially PLO and CP), holding a high level of risk and managing this appropriately.
3.	To Conduct suitability assessments of potential PCS clients
4.	To undertake interviews with victims, their families where appropriate, and perpetrators of abuse, to analyse and evaluate information to provide a holistic assessment of risk and need.
5.	To communicate effectively about the sensitive subject of violence and abuse, holding a balance between colluding with and alienating clients, in order to make defensible assessments of risk and programme suitability while establishing rapport and motivating clients to engage
6.	To ensure that the views of victims, perpetrators and children are heard and recorded accurately
7.	To assess and balance risk and protective factors within a legislative, theoretical, best practice and policy framework.
8.	To ensure that victims and perpetrators and children are informed about plans for intervention in language which best meets their needs – adjusting for their cultural, cognitive and developmental differences.
9.	With perpetrators, victims and children - to undertake structured psycho educational work including motivational interviewing, safety planning, anger management, cognitive behavioural therapy, trauma recovery, empowerment, parenting work, conflict resolution, accountability, empathy building and teaching/ experiential work on the impacts of DVA on children.
10.	to lead psycho-educational group programmes with perpetrators and/or victim/survivors children in both Sylheti Bengali and English; adapting materials, planning sessions with co-workers on PCS placements, leading in delivering the programmes, recruiting and assessing clients for the programmes, recording their engagement and progress, writing reports on them as required, conducting exit evaluations with them, referring them on to other services as required.

11.	To hold a case load of individual clients - perpetrators and/or victim/survivors.
12.	To undertake one to one work via interpreters for other languages and for those not suitable to work effectively in a group environment. One to one work will include working with female perpetrators of domestic abuse and/or with male victims.
13.	To deliver couples co-parenting work with families within PCS protocols
14.	To meet regularly - as directed by your line manager - with staff in PCS who work with the (ex)-partners / parents / children of your own clients to undertake case management in order to agree and adapt interventions to maximise the safety of victims and children.
15.	To review and reassess evidence when necessary and ensure safety planning for victims, perpetrators and children is informed by new information and case planning discussions with referrers and with PCS staff working with other family members
16.	To attend monthly group clinical supervision and training as directed by your line manager, engaging with openness and self reflection in order to maximise the resource you can be for your clients
17.	In all your work, to hold perpetrators of DVA to account and to support victim/survivors and children
TEAM AND CORPORATE RESPONSIBILITIES	
1.	To contribute as an active member to a positive team culture
2.	To work within Tower Hamlets Response to Emotional and Physical Abuse in Relationships (REPAIR) Approach through all domestic violence Interventions, consultations, presentations, case discussions, case planning, training and partnership work.
3.	To understand and work with a gender-informed, trauma-informed and restorative approach to DVA.
4.	To be a positive role model for children and families and build partnerships with others to work collaboratively
5.	To provide expertise, specialist guidance and consultation as needed to staff and other professionals, both internal and external to the Council, in accordance with the REPAIR approach and contributing directly to the reduction of risk and the safety and wellbeing of children and victims

6.	To have a good understanding of the roles and responsibilities of key agencies – especially within children’s services - including their statutory responsibilities.
7.	To embed PCS services across LBTH, securing referrals from across all teams within children’s services
8.	To obtain care plans from referrers as needed in order to contribute to clients understanding of what is expected of them to increase the safety of their children and why.
9.	To contribute to safety planning discussions with social workers in Children’s Social Care.
10.	To negotiate children’s attendance with schools and education settings as needed and to work collaboratively with education to maximise children’s wellbeing.
11.	To create and deliver presentations on the work of PCS at induction sessions and team meetings across children’s services and the local authority more broadly in order to raise awareness of the programme
12.	To actively contribute to the council’s priorities and outcomes in a way that promotes a ‘one organisation’ approach.
13.	To develop and maintain positive relationships with colleagues, stakeholders and communities to ensure the council and the directorate strategic priorities are effectively implemented; in particular with CSC, MARAC, and VAWG.
14.	To support organisational change and learning, following and implementing appropriate systems of self-development, communication and engagement, quality measures, monitoring, and review.
15.	To ensure requests for information are dealt with effectively in a timely manner.
16.	To contribute to safety planning by sharing concise information regarding families with other agencies in order to reduce the risk of harm to victims and prevent crime in line with the requirements of the General Data Protection Regulation and in accordance with PCS confidentiality protocols.
17.	To provide written reports to referring social workers and to the courts on risk, suitability and progress of clients. To work closely with the court assessment team of the Local Authority to ensure DVA risks to children are incorporated

	within family assessments in line with the REPAIR approach.
18.	To provide information and guidance to colleagues regarding the service offer
19.	To understand and promote the rights of victims and advocate for matters in respect of child and adult safeguarding to be managed without victim-blame and so as to minimize system-generated risk
20.	To recruit, train and support skilled and experienced staff from across the council to co-deliver PCS interventions, negotiating and communicating appropriately with their substantive line managers. To ensure such staff are trained, informed and supervised in accordance with their needs and the requirements of their work within PCS.
21.	To work closely with partner services, negotiating shared resources such as creche facilities, and service delivery at venues such as Children's Centres and Community Centres
22.	To work with other agencies as identified with management on projects such as 'Safe and Together', and service developments which promote an integrated approach and multi-disciplinary working.
23.	To help coordinate and implement systems for monitoring and evaluating the quality and effectiveness of the service. Assessing and analysing User satisfaction and service quality and effectiveness.
24.	To provide monitoring and other information as required by funders and project partners within the requirements of PCS confidentiality and the Data Protection Act
25.	To Signpost or Refer to other relevant more specialised agencies for other interventions, risk management strategies, help or support - Researching or locating other services where relevant
26.	To train and support social work placement students, including providing opportunities for shadowing, working alongside, observing and reporting back about their progress. Working closely with practice educators and the Social Work Academy to ensure their learning experience on PCS placements is beneficial.
27.	Taking responsibility for overseeing the work of students with PCS and ensuring that it is of sufficient quality to achieve service objectives

28.	To deliver training to colleagues and other professionals regarding domestic abuse and the REPAIR approach
PERFORMANCE	
1.	To maintain an up to date working knowledge of legislation, statutory frameworks and codes of practice relevant to the service.
2.	To maintain the complex safety focused confidentiality policy of PCS within all your work
3.	To understand the context of domestic abuse, gendered violence, power and control, trauma and mental health issues, and to design and implement case interventions accordingly
4.	To understand the importance of and to work closely with other safety workers who will be providing ongoing work with (ex)-partners and children of your clients.
5.	To record all work with clients and families in accordance with the recording policies and procedures of the local authority.
6.	To ensure that case files are well organised, up to date and provide concise and accurate information as required.
7.	To ensure that contacts from members of the public and professionals are dealt with promptly and sensitively in a way that prioritises good customer service
8.	To use effectively ICT case recording systems
9.	To participate in team meetings to share practice experiences, address and resolve issues, support other members of the PCS team and convey issues to senior management appropriately
10.	To alert a line manager and/or other team members as appropriate in any cases of concerns about high risk or significant changes in risk that arise through assessment and intervention and to share or escalate child protection concerns beyond the team as per management advice.
11.	To provide both written or verbal reports in accordance with PCS confidentiality for meetings in relation to children and families. This will include but is not exclusive to Core Groups, Multi Agency Risk Assessment Conference (MARAC) and Child Protection Conferences and to the family courts.
12.	To attend and participate in regular clinical supervision, line management, appraisals, case management and team meetings with honesty and transparency, demonstrating a

	capacity for self reflection and adjusting your practice as agreed in such fora
13.	To take part in planning systems for the evaluation, monitoring and development of the service to improve services for victim/survivors, perpetrators and their families.
14.	To carry out evaluations with clients who are completing a PCS intervention.
15.	To acquire knowledge of different local groups and cultures to inform effective service delivery and to understand the impact of gender-based and other forms of oppression on victims, perpetrators and their families.
16.	To adhere to Council frameworks regarding sickness absence, unsatisfactory performance, conduct, discipline, and grievances
17.	To hold and further develop knowledge in your functional team area, ensuring you maintain a good awareness of research, policy, legislation and practice development
18.	To make a key contribution towards developing policies and procedures for the service.
19.	To actively contribute to, promote and monitor the implementation and effectiveness of the Council's Equality policies and procedures
20.	To develop and implement the Directorate's agreed IT strategy. To ensure that information technology is used to its fullest potential to provide management information and to inform future service delivery
21.	To project the attitudes and behaviour expected of a member of the PCS, promoting the service within the Council and externally as well as demonstrating the professional and personal standards of conduct that could reasonably be required of a domestic abuse Safety Worker
22.	To demonstrate through personal and professional example a commitment to safety and equality of opportunity for all groups of staff and service users and to challenge discrimination and other forms of unjust behaviour or unsafe practice
23.	To carry out duties and responsibilities in accordance with the council's Health and Safety Policy and relevant Health and Safety legislation
1.	Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

2.	To maintain personal and professional development to meet the changing demands of the job and participate in appropriate training/development activities including the council's 'My Annual Review' scheme.
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OTHER CONDITIONS:

To work flexibly including from home, the EAFC, and other venues such as Children's Centres, both online and in person, both day and evening work, in order to increase the accessibility of PCS services to our service user.

To undertake additional duties that may arise from time to time commensurate with the grade of the post.

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Requirements	Person Specification for the Post of	Essential (E) or Desirable (D) (if applicable)	Method of Assessment A= Application Form T= Test I= Interview
Knowledge	knowledge of the legislative framework within which Social Care operates, inclusive of regulation, national guidance and procedures specific to this post.	E	A
	A high level of knowledge of DVA theories and approaches	E	A/I/T
	A knowledge of gender based approaches to DVA		
	A knowledge of attachment theory in relation to DVA	E	A/I/T
	A knowledge of the impacts of DVA on children		
	A knowledge of trauma and it's relationship to DVA	E	A/I/T
	A knowledge of CBT approaches	E	A/I/T
	A knowledge of motivational interviewing techniques		
	Thorough knowledge and understanding of current professional practice issues in relation to this post.	E	
	Knowledge of diverse local communities and their needs.	E	A/I/T
	A thorough Knowledge and understanding of the REPAIR approach	E	
	Knowledge of roles and responsibilities of the key		

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	agencies supporting victims and perpetrators of domestic abuse and their families. High level of IT skills and knowledge of IT systems used in Social Care	D E	A/I
Qualifications & Experience	Education or experience that demonstrates a strong learning capacity and ability to construct a clear analytic written argument from complex information. This might include degree, diploma or IDVA qualifications commensurate with the needs of effective service delivery i.e. Social Work, Psychology, Mental Health, Counselling or Equivalent recognised qualifications Successful professional experience since qualifying. Substantial experience working with people impacted by domestic abuse	E E	A A/ I/T (5)
Living the TOWER Values sets out the essential behaviours required of all staff.		<i>They are aligned to the organisation's five TOWER Values</i>	
3 We work TOGETHER across boundaries and with partners to achieve the best outcomes for Tower Hamlets	Building relationships Leads and supports positive working relationships across the council and with partners to optimise outcomes. Can work well with a team – understanding how 'parallel process' can establish	<u>E</u> <u>E</u>	<u>A/I/T (6)</u> <u>A/I</u>

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	'splitting' dynamics in the field of DVA work and working with a high level of self-reflection to resolve team conflict Training Can convey information in a clear, accurate, engaging and participative manner to groups of stakeholders Collaborating Keeps abreast of external changes which impacts on delivery, seeking collaborative solutions to achieve the best outcomes.		
4 We are OPEN and transparent	Communicating clearly Connects the 'bigger picture' to audience's own values, goals and ideas. Reporting Can write clear and well-analysed reports on families, understanding the factors which predict risk, vulnerability, treatment suitability and progress. Confidentiality Can apply complex safeguarding-oriented confidentiality protocols in order to take into account the needs of child protection, safety, transparency, privacy and data-protection Being approachable Approachable and seeks regular internal and external feedback to improve how they do things and to shape strategy and organisational improvement.	<u>E</u> <u>E</u>	<u>A/I/T (7)</u> <u>A/I</u>

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5 We are WILLING to challenge, innovate and be accountable	Being accountable Takes accountability for leading the organisation in being ambitious and delivering high standards. Is able to reflect on own biases – including on unconscious bias – relating to gender, race, sexuality, class – and is able to address such bias. Is able to reflect on the impact of their own life experience and trauma triggers, to notice or accept feedback on when these impact upon client work, and to seek support /self-care accordingly Is able to reflect on the impact of their work on their own wellbeing, to understand the mechanism of vicarious trauma, and make use of clinical supervision/ line management and case debriefs to address such stresses Personal development Creates a culture of learning, to build capacity and manage talent internally. Is able to reflect on own needs in terms of skills, knowledge and experience. Client work Has high level of skill to engage with victims/survivors, perpetrators and families.	<u>E</u> <u>E</u>	<u>A/I/T (8)</u> <u>A/I</u>
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	Has an ability to engage clients who are resistant, aggressive, emotionally dysregulated and avoidant Ability to challenge and motivate clients to bring about change Ability to hold strong professional boundaries Ability to empower clients towards increasing their own safety		
6 We empower each other to be EXCELLENT and go the extra mile	Having purpose and personal motivation Get others excited about Tower Hamlets vision, and about the work of PCS and the REPAIR approach. Focusing on support and well being Actively seek out ways to support and promote well-being across the team and organisation. Consultancy and training Sees the 'bigger picture' and support others through training and consultancy to form a good understanding of DVA within the work Supervising others Can provide teaching, co-working, supervising and emotional support to students and others working with PCS	<u>E</u> <u>E</u>	<u>A/I</u> <u>A/I/T (9)</u>

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7 We RESPECT all communities, they are the heart of everything we do	Understanding our customer's needs Actively contributes to building a customer-focused-culture across the council and with partners Respecting diversity and being inclusive Seeks ways to harness the opportunities presented by the diverse workforce and community. Understands the relationship between culture, immigration status, financial security, background, gender and trauma in the perpetrating and experiencing DVA and in client different motivations and options Can adapt their client work so as to engage clients from diverse backgrounds.	<u>E</u> <u>E</u>	<u>A/I/T (10)</u> <u>A/I</u>
Additional Requirements	To comply with the requirement to carry out a DBS check on this role.		