

JOB DESCRIPTION

Job Title:	Domestic Abuse Behavioural Change Advisor and Group Facilitator
Location:	Gloucester Office and travel across Gloucestershire
Responsible to:	Gloucestershire Positive Relationships Co-ordinator
Responsible for:	No staff

Hours:	28- 32 hours including 2 evenings a week
Holiday Entitlement:	5 weeks plus bank holidays
Salary:	£23,023 to 25,280 pro rata (per annum)
Pension:	Group personal pension plan, with employer contribution of up to 4%.

Vetting Requirements:	Enhanced DBS
Essential Requirements	Access to a vehicle along with Business Use Insurance Cover
General Description:	<p>This role is part of the commissioned Gloucestershire Positive Relationships Service. The role involves the delivery of evening group work twice a week in Gloucestershire (9 hours per week) and the provision of 1-2-1 support for people not suitable or not yet suitable for the accredited programme. 1-2-1 support will be culturally flexible, appropriate, accessible and equitable to people of all ages, genders, ethnicities, abilities and sexual orientations.</p> <p>This role will also include responsibilities of service promotion, awareness raising, assessments and 1-2-1 support across the county and at locality bases in the Forest of Dean and Cotswolds at regular intervals.</p> <p>The post holder will play a key part in developing and delivering an effective model of 1-2-1 interventions to assist people to change their behaviour, in addition to the delivery of a Respect accredited, structured abuse prevention programme delivered with a co-worker.</p> <p>There may be additional opportunities for sessional programme delivery of other programmes.</p> <p>This is an office and community based role with limited opportunities for home working.</p>

Client Based Duties

- Identify and assess the risks and needs of individuals who are abusive in a relationship or other domestic setting, using an evidence-based risk identification checklist e.g. Respect RIC
- Advocate for individuals who need to address their abusive behaviour.
- Take part in casework meetings with other workers and share information with the women's safety worker for men on the structured programme
- Co-facilitate an accredited group programme two evenings a week
- To implement actions agreed in casework discussions
- Understand the role of all relevant statutory and non-statutory services available to those who are abusive and how your role fits into them
- Liaise closely with and refer on to other organisations that support victims for the partners of those receiving 1-2-1 support
- Support the client to recognise their abusive behaviour and the effect that it has on others/their families and assist them in recognising the features and dynamics of domestic abuse present in their situation, and help them change unhealthy patterns of behaviour.
- Understand multi-agency partnership structures and work within a multi-agency setting which may include participation at the MARAC/MAPPA. You will contribute interventions and help design a plan to protect victims and any children, while maintaining an independent role on behalf of your client, keeping the victim and any children's safety as central to any response.
- Ensure support provided is accessible to clients in terms of location and times
- Be proactive with your line manager in carrying out regular case reviews based on a review of risk and abuse which:
 - Feeds back into action planning to further progress, signpost or close cases and;
 - Provides feedback to your clients/agencies.
- Help maintain accurate and confidential case management records and databases and contribute to monitoring information for the service.
- Respect and value the diversity of the community in which the services works in, and recognise the needs and concerns of a diverse range of people ensuring the service is accessible.
- Remain up-to-date and compliant with all organisational procedures policies and professional codes of conduct and uphold standards of best practice.
- Utilise evaluation and monitoring systems to ensure high standards of service are consistently achieved e.g. Orchard Database

Other

- Develop and deliver a flexible model of 1-2-1 work, evaluate the effectiveness of interventions and design new interventions as appropriate.
- Co-deliver awareness raising open days for professionals
- Contribute to reports for Splitz management as requested.
- Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work.
- Support colleagues and partner agencies, through awareness raising and institutional advocacy, in order to provide the best possible service for those who are abusive within a family setting.

General

- Work at all times in accordance with the requirements of Splitz Policies and Procedures.
- Attend and contribute to team meetings.
- Update written and computerised records with accurate and clear information.
- Contribute to effective team working with a flexible and pro-active approach, including cover for other team members' holidays and sickness.

- Undertake agreed training and keep updated on changes in legislation, policy and best practice.
- To engage in supervision, annual appraisal and induction training
- Employees have responsibilities in respect of health and safety. In particular they will:
 - Co-operate at all times with management in the implementation of and adherence to health and safety policy and procedures;
 - Take reasonable care for their own safety and for the safety of others who may foreseeably be affected by their actions at work;
 - Not intentionally or recklessly interfere with or misuse anything provided for the purpose of health and safety at work;
 - Report all health and safety concerns to line managers;
 - Assist with the completion of the health and safety risk assessment programme.

It is essential that the post holder is able to respond flexibly to changes in the requirements of this post. This role outline is therefore a guide and not an exhaustive list of all responsibilities the post holder may have over time.