

JOB DESCRIPTION

Job Title:	Behaviour Change Support Worker <i>Or</i> DASP Support Worker <i>Or</i> PRG Support Worker
Responsible to:	Team or Service Manager
Responsible for:	No staff
Geographic area:	Gloucestershire or Wiltshire (dependant on role)

Hours:	Behaviour Change Support Worker – 4 days DASP Support Worker – between 25 and 30 hours PRG Support Worker <ul style="list-style-type: none"> • one x 3 days a week • one x full time post
Holiday Entitlement:	25 days plus 8 days bank holidays
Salary:	£22,247 – £25,280 (pro rata) subject to exact role and level of experience
Pension:	Group Personal Pension Plan, including employer contribution of 4%

General Description:	<p>We are delighted to be recruiting for new specialist support workers for our perpetrator services across Wiltshire and Gloucestershire.</p> <p>Working within experienced and committed teams, these posts will:</p> <ul style="list-style-type: none"> • Complete specialist risk assessments (including Respect RIC) and develop personalised safety and support plans. • Deliver one to one specialist behaviour change interventions. • Co-facilitate short term and long term group work. • Promote the service externally and ensure our interventions are accessible. • Provide proactive, trauma informed and holistic support, with a focus on increasing victim safety and reducing the risk posed by a perpetrator. • Work within a multi-agency framework to effect change, manage risk
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	<p>and ensure safeguarding of vulnerable adults and children is paramount.</p> <ul style="list-style-type: none"> • Offer professional consultancy, training and advice to other agencies on working with perpetrators. • To work collaboratively with Partner Safety Workers to ensure the safety of the victim is held central. <p>Splitz is committed to hybrid working and these role will be a mix of home based and office based in either Gloucestershire OR Wiltshire, alongside requiring travel across the county for multi-agency meetings. Occasional travel to our other offices may be required.</p>
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OVERALL PURPOSE:

- To join the highly effective teams across Wiltshire and Gloucestershire offering Behaviour Change support to perpetrators of domestic abuse.
- To reduce the risk of reoffending and of harm posed by domestic abuse perpetrators and increase the safety and wellbeing of victims and children.
- To provide perpetrators with an understanding of domestic abuse, healthy relationships and communication, the impact on victims and children and support them to use new techniques and strategies to change their behaviour.
- To ensure the safety and wellbeing of children is paramount, working with Children’s Social Care as required.
- To complete evidence-based risk assessments and safety and support plans for each case.
- To co-facilitate perpetrator behaviour, change programmes, following a clear manual.

KEY RESPONSIBILITIES:

- Work with perpetrators of domestic abuse, offering a targeted service, reducing the risk of serious harm and re-offending.
- Work with partner agencies within a multi-agency context, ensuring a multi-agency response to risk with a focus on safeguarding.
- Represent the service user voice in a multi-agency context.
- Attend Multi Agency Risk Assessment Conferences (MARAC) and Multi Agency Public Protection Arrangements (MAPPA) meetings as required.
- Give information and support to service users regarding their other needs and refer them to other support services as required.
- Ensure our service is widely accessible – adapting practice as required to suit individuals.

- Work across a large geographical area to ensure locality is not a barrier to accessing services.
- Deliver training and information sessions to promote our service, and increase awareness and understanding of domestic abuse.
- Co-deliver specialist group-work programmes for perpetrators of domestic abuse, following a clear manual.
- Have a responsibility around safeguarding of both adults and children, maintaining knowledge of appropriate policies and procedures and integrated working.
- Support other agencies in the identification and referral of domestic abuse issues via promotion of service and institutional advocacy.
- Ensure all referrals are clearly logged on our database and all case records are kept fully updated, according to Splitz policies and procedures.
- Attend and engage with case reviews, risk reviews and Treatment Management as required.
- Work closely with Partner Safety workers to ensure the safety of the victim and a holistic view of risk.
- Manage a case load ensuring each client receives the appropriate service individual to their risk and needs.
- Support the empowerment of the client.
- Engage with case management supervision.
- Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work.
- Respect and value the diversity of the community in which the services works in, and recognize the needs and concerns of a diverse range of survivors ensuring the service is accessible to all.
- Remain up-to-date and compliant with all organisational policies and procedures, national best practice and professional codes of conduct and uphold standards of best practice.
- Support colleagues in perpetrator services across Splitz as required.
- Refer and signpost service users to other support organisations as required.
- Support manager to monitor data and report on quality outcomes.
- Any other requirements as determined by Splitz management which fit with your job description.

Person Specification

Requirements		Essential /Desirable
Educations and Qualifications	<p>Educated to degree level or relevant professional qualification.</p> <p>Evidence of continued professional development.</p> <p>Good standard of general education.</p>	<p>D</p> <p>D</p> <p>E</p>
Experience, Skills and Knowledge	<p>Experience working with vulnerable people.</p> <p>Knowledge of domestic abuse and sexual violence.</p> <p>Experience working within the domestic abuse arena.</p> <p>Experience of working in a highly sensitive environment, health or social care or other service setting.</p> <p>Understanding and knowledge of risk assessment and management.</p> <p>Commitment to continued professional development.</p> <p>Demonstrable strong written and verbal communication skills; to be able to communicate with a range of stakeholders, challenge other professionals, deliver presentations and write case notes and reports.</p> <p>Experience in and commitment to child safeguarding.</p>	<p>D</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p>
Personal skills and attributes	<p>Ability to demonstrate sound judgment in making risk decisions.</p> <p>Excellent organizational skills, to meet deadlines and targets and manage a large case-load.</p> <p>Strong interpersonal and team working skills and ability to both support, influence and inspire others.</p>	<p>E</p> <p>E</p> <p>E</p>

	<p>Willingness to deliver interventions both on a one to one basis and in a group setting, following a programme manual.</p> <p>Excellent innovation and problem solving.</p> <p>Ability to work under pressure and also to be aware of own needs and take responsibility for self-care.</p> <p>Exceptional communication skills and ability to engage with varied stakeholders.</p> <p>Ability and confidence to challenge behaviours and attitudes.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Other	<p>Willingness to travel across the county and on occasion to our other Splitz offices.</p> <p>Full driving licence and access to a roadworthy vehicle</p>	<p>E</p> <p>E</p>