

Job Title:	Domestic Abuse Behaviour Change Support Worker
Location:	Trowbridge
Responsible to:	Behaviour Change IDVA
Responsible for:	No staff

Hours:	22.5 to 30 hours per week
Holiday Entitlement:	25 days plus bank holidays (pro rata)
Salary:	£22,247 – £24,665 (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 based within the Phoenix Project, which delivers domestic abuse services across Wiltshire and sexual violence services across Wiltshire and Swindon.</p> <p>This position is based within our Behaviour Change team, and focuses on working with low to medium risk perpetrators of domestic abuse, with the aim of supporting people to change their behavior.</p> <p>The key duties for this role are to:</p> <ul style="list-style-type: none"> - Co-facilitate the delivery of our new perpetrator group-work programme. - Deliver one to one support sessions for perpetrators based around: understanding domestic abuse, managing aggressive behavior, recognizing the impact that abuse has on others. - Work closely with the rest of the Phoenix Project to promote a 'whole family approach' to addressing domestic abuse and prioritise safety for the victim. - Work closely with multi-agency partners, particularly Children's Social Care, ensuring a focus on risk and safeguarding.

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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, WSCB threshold Tool
- Advocate for individuals who need to address their abusive behaviour.
- Understand the role of all relevant statutory and non-statutory services available to those who are abusive and how your role fits into them; adopting a trauma informed approach.
- Support the client to recognise the abusive behaviour and the effect that it has on 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. 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 to all.
- Remain up-to-date and compliant with all organisational procedures policies and professional codes of conduct and uphold standards of best practice.
- Utilize evaluation and monitoring systems to ensure high standards of service are consistently achieved e.g. Orchards Database
- Work with the BC-IDVA and Group Co-Ordinator to deliver the perpetrator group-work programme.

Other

- Work with the BC-IDVA to develop a flexible model of 1-2-1 work, evaluate the effectiveness of interventions and design new interventions as appropriate.
- Provide training to other agencies across Wiltshire to develop their understanding of domestic abuse.
- 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 the Lone Working Policy and Procedure.
- 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

Responsibilities

- The post holder will deal with highly confidential information relating to vulnerable people.
- Ensure security of data, especially sensitive personal data, in line with the information security policy
- Work within Splitz's Policies and Procedures at all times.
- Responsible for security of client information and equipment while out of office.
- 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.
- Any other duties that may be reasonably required.