TLC: Talk, Listen, Change

Role Profile

Job Title:Domestic Abuse Prevention Worker, Thriving Families

Salary: Grade 4 £27,784 - £33,509 per annum plus

Annual Continuous Professional Development allowance

Annual leave entitlement

Birthday leave.

Hours: 18.5 hours per week

Contract: Permanent Contract

Locations: This role is co located as part of the Thriving Families Multi-Disciplinary Teams in South Manchester (Wythenshawe District Office, Etrop Court, M22 5RG). The role will be office based including travelling to locations within the city of Manchester to deliver face to face sessions, and occasional travel to TLC head office (Trafford House, Chester Road, Manchester, M32 0RS).

Accountability:

* TLC Domestic Abuse Service Manager and Manchester City Council Thriving Families Practise Lead

Job Purpose:

This role will work collaboratively within Manchester City Council’s multi-disciplinary Thriving Families Team to support families where children are open to child protection or child in need plans by working with the person who is causing or has caused harm. The Domestic Abuse Prevention Worker will strive to make contact and work on a one-to-one basis with perpetrators of domestic abuse identified through the Thriving Families multi-disciplinary team. By delivering a tailored intervention we aim to increase the perpetrator’s accountability and motivation to change, whilst reducing risk to victims and children. The Domestic Abuse Prevention worker will work closely with the Thriving Families Team and existing agencies as part of a co located multi agency approach. The Domestic Abuse Prevention worker will work closely with the victim/survivor service to review risk, develop safety plans, and improve outcomes for all parties involved.

This post is subject to an Enhanced DBS Check

##### Key Responsibilities:

**Interagency work**

* Work to embed the Domestic Abuse Prevention role into multi-agency responses to domestic abuse in the area, in line with the Thriving Families Manchester Team.
* Support other professionals within the Thriving Families Team in responding to service users in a way that aligns with the aims and ethos of TLC.
* Working closely with other professionals to ensure that risk management and safeguarding duties are effectively met.
* Develop and maintain effective partnership working with statutory, private, and voluntary agencies to address the issue of domestic abuse.
* Represent the service at operational multi-agency meetings, feeding back initiatives and outcomes to the team and contribute to the evaluation of the quality of activities these services offer.
* Provide a single point of proactive and regular contact for a range of professionals involved in the case of the service user.
* Be flexible and willing to work in all types of environments.

**Case management**

* Comply with child protection and information sharing policies, ensuring that service users and colleagues understand and comply with the service’s safeguarding framework.
* Manage a case load focusing on working with perpetrators of all levels of risk of domestic abuse to provide an assertive, medium to long term service, based on thorough assessment and individual support planning that adopts the principles of both, support and motivation to change.
* Contribute to regular service reviews which include monitoring data, evaluations, intake and output policy, and practice and workload reviews for the whole service.
* Attend regular case management meeting with the TLC Service Manager and regular meetings within the Thriving Families Manchester Team.
* Attend clinical and practice supervision.
* Take appropriate steps to protect where there is an imminent risk to another person.

**Recording and administration**

* Ensure that case files and records are accurate and complete and are kept and in compliance with Data Protection Act requirements.
* To enter all the required information into organisational electronic case management system to enable tracking of service user change, multi-agency working and risk management.
* Weekly maintenance and accurate and secure audit trail of all relevant communication.
* Comply with the data protection and information sharing protocols to support the Thriving Families Model.

**Direct work with service users**

* Maintain a proactive response to service users, continuously providing positive options for behaviour change throughout the service users time on service.
* Use combination of motivational work, relationship building and a broad range of therapeutic skills to engage service users to address their abusive behaviour.
* Motivate and support service users to address the broad range of needs that may contribute to the risk that they pose to others or act as barrier for them in addressing that risk. e.g., housing, substance use etc.
* Ensure that there is a consistent delivery of services to the identified perpetrators of domestic abuse, including comprehensive risk assessment, support planning, referrals to other agencies and MARACs.
* Undertake assessment of risk, needs and attitudes to inform the individual service user’s intervention plan.
* Ensure that risk assessment and risk management procedures are followed.
* Respect and value the diversity of the community in which the service works in, providing a service that recognises the diverse needs of service users and their families.
* Work closely with the victim services supporting the partners, ex-partners, new partners, and family members of service users in managing risk and developing intervention plans, as part of the Thriving Families model.
* The welfare and safety of children and young people is paramount, considered in every aspect of your work, address parenting needs where appropriate and taking action to safeguard children.

**General**

* Remain up-to-date and compliant with all relevant legislation connected to your work, including organisational procedures, policies and professional codes of conduct and practice guidance, to uphold standards of best practice.
* Represent the service at local events; deliver training and presentations as required.
* Feed into the learning process via the Service to improve services to perpetrators of domestic abuse ensuring that the experiences of service users and other agencies inform this process.
* Be confident to evidence reflective practice in all aspects of work, sharing learning and
* Be committed to reviewing individual and team practice and undertake regular training.
* Act with integrity and respect when interacting with service users, employees, agencies, and individuals.
* Competent in defensible decision making, recording and being held accountable.
* Show initiative in tackling issues within the service and in relation to other agencies.
* Act as a champion for the implementation of the pilot programme in your area

1. Must be able to travel across the pilot area as required.

**Person Specification**

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIREABLE** |
| **Relevant**  **Experience** | Direct work with vulnerable service  users.  Working within a public protection/  safeguarding multi-agency setting  e.g. Child protection, vulnerable  adults, MARAC, MAPPA.  In managing safeguarding issues and  procedures.  Writing and presenting information  formally and informally, to a range of  audiences.  Working within legislative frameworks  and using this application to develop,  influence and encourage partnership  working.  Working within conflict management  continuum.  Evidence of keeping reliable and  timely reporting and meeting  deadlines | Work with victims and/or perpetrators  of domestic abuse.  Work with service users with complex  needs and/or challenging behaviour.  Working with service users with  diagnosed mental health issues.  Working with service users with  substance misuse issues.  Of using pro-social modelling and  motivational interviewing in practice. |
| **ESSENTIAL**  **Education, Training and Knowledge**  Have an excellent understanding of domestic abuse, including the impact on victims and their children, and the legal and practical remedies available.  An understanding of public protection arrangements, the provision of policing, child protection, health and social care, housing support and of multi-agency/partnership working.  Have a good knowledge of effective ways of working/engaging with perpetrators of domestic abuse.  Have theoretical and procedural knowledge of other services involved in the response to domestic abuse. | | **DESIREABLE** |
| Understand multi-agency partnerships in relation to domestic abuse.  An understanding of the MARAC process at an operational level.  Understanding of the child protection system.  Have an understanding of IDVA work including risk assessment, risk management and comprehensive safety planning. |
| **Skills and Abilities** | **ESSENTIAL** | |
| Ability and willingness to work independently and as part of a team.  Good relationship management regarding multi-agency work that incorporates sensitivity, responsiveness, and attention to the promotion of effective partnership working.  IT skills, including use of Microsoft Office.  Support and guide your service users, and have excellent advisory, negotiation & persuasive skills.  Empathy  Have excellent conflict and crisis management skills and the ability to deal with stressful and difficult situations.  Have excellent interpersonal skills.  Ability to lead and facilitate discussions to achieve a positive outcome.  Excellent networking skills and the ability to develop strong working relationships with other agencies.  Reflection and self-awareness. | |
| **Personal Attributes and other factors** | **ESSENTIAL**  Have confidence in their own ability to make decisions.  An ability to work collaboratively as part of a team; whilst also having the initiative to  work independently as necessary.  Excellent communication skills (both written and oral).  Belief in an individual’s ability to address their abusive behaviour.  A comprehensive understanding of risk.  Range of experience in domestic abuse sector.  Capacity to manage raw emotions including conflict, challenge, and trauma.  Proactive and self-motivated. | |