

Job profile

JOB TITLE	Domestic Violence Specialist Worker (Perpetrators)
GRADE	AfC Scale Point 29 to 32
JOB FAMILY	Family Support
DIRECTORATE	Protection and Early Help
REPORTS TO	DV Practice Lead

1. ABOUT ACHIEVING FOR CHILDREN

Achieving for Children was created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames and is commissioned to deliver children's services on behalf of the two local authorities. Our vision for Achieving for Children is simple: by bringing together professional expertise from the two founding local authorities, and by putting children and young people at the heart of everything we do, we will be able to deliver improved outcomes for families and give children and young people the best start in life.

Achieving for Children is divided into five key business areas: Education, Early Help Children's Social Care; Special Educational Needs and Disabilities; and the Company (Standards and Improvement and Finance and Resources). Each business area is led by a Director or Associate Director.

2. ABOUT THE STRENGTHENING FAMILIES PLUS SERVICE

The principal service objective of the Strengthening Families Plus is to provide additional multi-agency specialist support to children/young people and their families to prevent them coming to care alongside of those families that have multiple needs and need help in line with the Troubled Families agenda.

The service will work with practitioners from across AfC, to maintain and support vulnerable children within the family and community where possible.

The service will work alongside practitioners in the clusters to undertake direct, specialist work with children, young people and families. Through the addition of capacity and expertise, practitioners will be able to better help families tackle and make sustainable change when there are complexities. This could include issues relating to domestic violence; adult mental health problems; adult substance misuse, parenting capacity and worklessness.

3. MAIN PURPOSE OF THE JOB

The post holder will contribute to developing our approach to working with perpetrators and victims of domestic abuse in line with Domestic Violence Strategy. The post holder will proactively engage with perpetrators to assess their understanding of the impact of violence and controlling behaviour on both the victim and the children in the family, developing an action plan to erode the drivers of behaviour and mitigate the risk to victim and family.

The post holder will co-work cases, working with the perpetrator independently from the allocated Social Worker or lead professional.

Professional

1. Undertake perpetrator risk assessments on referral, informed by relevant multi-agency input as appropriate and identify key drivers to their harmful behaviour and risks to victims and their children and yourself and other professionals.
2. Deliver one to one interventions to perpetrators that challenge and hold perpetrators responsible for their attitudes and behaviour and for the need to change with focus on disruption of domestic abuse.
3. To identify and effectively manage risk and safeguarding concerns arising from perpetrators disclosures.
4. Develop and manage effectively safety planning measures and strategies to disrupt behaviour of perpetrators in collaboration with partner agencies such as Police, Probation, schools, children services and other commissioned providers delivering domestic violence interventions to ensure that safety of victims and their children is paramount.
5. Effectively signpost perpetrators to other services for support with additional needs i.e. substance misuse, mental health, welfare support etc without detracting from perpetrators' responsibility for their action.
6. Develop and deliver one to one and group work structured programmes to tackle perpetrators of domestic abuse.
7. Participate and contribute to wider inter-agency alliances against domestic violence to ensure robust and coordinated safety management of victims and their children is in place.
8. To record all interventions on a designated system and ensure that all required information is written and stored in accordance with local policies.

9. To handle and share information and manage disclosures appropriately and in line with locally agreed information sharing protocols and data protection regulations.
10. Adhere to best practice when dealing with perpetrators of domestic abuse.

Communications

11. Maintain effective, transparent and timely communication with families and key partners
12. Seek, listen to, and respond to the views and ideas of service users encouraging positive engagement within service development and evaluation
13. Ensure effective communication and information sharing takes place in relation to the case work with key stakeholders/partners – cluster services, Police, Housing, Health etc.

General

14. Champion the promotion of diversity and equalities in all aspects of service delivery; demonstrate confident application of ethical reasoning to professional practice and decision making.
15. Work flexibly across different venues and locations and be available to attend designated meetings and work out of hours, evening and weekend work if required.
16. Work in collaboration with the SF plus multi agency team and services within clusters as well as external partners.
17. Demonstrate a commitment to own personal and professional development and to developing and coaching others.

18. PERSON SPECIFICATION

Protection and Early Help Service

Job title: Domestic Violence Specialist Worker (Perpetrators)

Grade: AfC scale point 35 to 38

Achieving for Children Promises		
Evidence	Essential/ Desirable	A/I/T
We will put children and young people first	Essential	Interview
We will embrace diversity and champion inclusion	Essential	Interview
We will be resourceful, adaptable and dependable	Essential	Interview
We will nurture strong, responsive and caring relationships.	Essential	Interview
We will value and invest in our staff to deliver innovative and quality services	Essential	Interview
We will work with our customers to deliver the most effective solutions for them.	Essential	Interview

Qualifications		
Evidence	Essential/ Desirable	A/I/T
Educated to degree level with an appropriate professional qualification and proven evidence of continuing professional development.	Essential	Application form
Post graduate qualification in domestic violence and relevant interventions or equivalent relevant specialist training.	Desirable	Application form
Social work or Probation qualification	Desirable	Application form

Experience		
Evidence	Essential/ Desirable	A/I/T
Dealing with domestic violence; including work with victims and perpetrators	Essential	Application form and interview
Significant experience of working with hard to reach and challenging clients with complex needs, delivering one to one tailored support and structured programmes	Essential	Application form and interview
Undertaking effective assessments of needs, risks and vulnerabilities and delivery of appropriate interventions to meet assessed needs	Essential	Application form and interview
Use of counselling, motivational interviewing and cognitive behaviour approaches	Desirable	Application form and interview

Experience of working holistically with families affected by the domestic violence	Desirable	Application form and interview
Experience of providing support to children who have witnessed domestic violence.	Desirable	Application form and interview
Experience in providing support for perpetrators of child-to-parent domestic violence, and children/young people perpetrating abuse within their own relationships.	Desirable	Application form and interview
Managing allocated caseload, planning, prioritizing and workload	Essential	Application form and interview
Experience of facilitate effective group work	Essential	Application form and interview
Effective recording of case work	Essential	Application form and interview
Effective liaison with other agencies, multi-disciplinary working and partnership work	Essential	Application form and interview

Knowledge, skills and abilities		
Evidence	Essential/Desirable	A/I/T
Theoretical understanding of gender theory, definition of domestic violence and type of abuse and relevant dimensions for the use of violence	Essential	Application form and interview
Knowledge and understanding of key principles for the work with male perpetrators	Essential	Application form and interview
Ability to gather and analyse information from a range of sources to inform risk assessment and intervention	Essential	Application form and interview
Ability and skills to deliver effective safety planning with male perpetrator and support change of behaviour	Essential	Application form and interview
Ability to plan and effectively manage safety concerns and collaborate with domestic violence support agencies, children's social care and wider system of interventions against domestic violence	Essential	Application form and interview
Strong interpersonal communication skills to effectively engage diverse range of service users	Essential	Application form and interview
Ability to handle and share sensitive information effectively and in line with information sharing and data protection regulations and best practice	Essential	Application form and interview

Ability to present self in a professional manner in a variety of settings, assertive and determined with excellent negotiation skills and the ability to set and maintain clear boundaries when working with families	Essential	Application form and interview
Ability to be flexible and creative within service design and delivery	Essential	Application form and interview
Effectively working within multi-agency setting and maintaining good working relationship with partner agencies	Essential	Application form and interview
Experience of developing bespoke support packages	Essential	Application form and interview
Evidence of high levels of emotional literacy and resilience	Essential	Application form and interview
Ability to communicate clearly and effectively including verbal and written communication	Essential	Application form and interview
Understanding of Equality and Diversity and its implications for delivering effective service to victims and perpetrators	Essential	Application form and interview
Ability to travel to other location to deliver service and work irregular hours when appropriate	Essential	Application form and interview

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of the service and the specific requirements of the role.

Agreed on: March 2017

