



JOB DESCRIPTION

Job title: Specialist Domestic Abuse Practitioners

Service: Integrated Children and Families Service

Salary: Grade 3 Point 24 – 28

Hours: 37 hours per week

Location: Bradford

Responsible to: Service Manager

Summary of job:

Family Action are seeking to recruit 2x 30 hour Specialist Domestic Abuse Practitioners to be part of an Early Help multi-agency specialist Domestic Abuse Team. You will support EH colleagues based within the four Bradford Early Help Hubs whilst sharing and develop good practice with colleagues from your Specialist Team. Using evidence based interventions you will carry a small caseload, working with families in order to reduce conflict and create safer relationships. In addition you will provide consultancy and training for EH colleagues to support their work with families experiencing domestic abuse.

Key tasks and responsibilities:

1. Carry a small caseload of families where there is ongoing, low level domestic abuse.
2. Use a systemic trauma informed approach to improve safety, resilience, wellbeing and family functioning. Identify escalation of risk and follow appropriate safeguarding procedures where there are concerns.
3. Carry out evidence based interventions to disrupt and dismantle abusive behaviours in order to help families create safer relationships which are built upon trust and honesty.
4. Involve family, friendship and professional networks in the development of bespoke safety plans where it is safe to do so.
5. Advocate for rights of children to be respected, heard and protected.
6. Provide consultancy, mentoring and training for Early Help colleagues using your specialism and expertise to support the system around the child and family and helping colleagues to develop confidence in utilising the practice model.

7. Contribute to service and referral pathway design and test new ways of working which are evidenced based and responsive to changes within legislation, guidance, research and knowledge, disseminating good practice and embedding learning;
8. Learn from local and national counterparts, collaborating with partners to create, responsive and pragmatic solutions to complex challenges, recognising and responding dynamically to emerging trends and themes
9. Find innovative ways to help and safely challenge people who perpetrate violence and abuse to recognise and change their behaviour using a range of evidenced based approaches.
10. Help the families navigate organisational systems, assess progress and impact, hold keyworker responsibility and coordinate different referrals/interventions ensuring different organisations follow the family plan.
11. Using a whole family approach, where appropriate identify and implement evidence based therapeutic approaches which will facilitate the repair of family relationships.
12. To deliver trauma informed and systemic interventions in creative, child friendly ways with family systems experiencing domestic abuse. These interventions will seek to hold accountable and reduce any existing abusive adult behaviours and help improve and heal fractured relationships putting the child's view at the centre of this process.
13. Consult with service users and incorporate their views within service development.
14. Ensure all work is carried out to Family Action minimum standards and is designed and delivered to maximise agreed outcomes.
15. Take responsibility for accessing supervision and responding to any case or service decisions effectively, recording all decisions and ensuring that confidentiality and professional boundaries are maintained at all times.
16. Comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect the health, safety and welfare of themselves and others.



17. Ensure that all assigned work adheres to Family Actions Safeguarding Policy and ensure BSCB procedures are followed in the event of any child protection issues or concerns.
18. Comply with Family Action's Diversity & Equality Policy and our Ethical Policy in every aspect of your work and positively promote the Principles of these policies amongst colleagues, service users and other members of the community.
19. Promote a positive image of Family Action, representing the organisation in order to increase professional and public awareness of the organisation's work and of the views and needs of service users.
20. Represent Family Action in relevant external and internal service related forums, participating in task groups, skill sets and service development groups.
21. Work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.
22. Adhere to Family Action's values which underpin Family Action's mission of 'building stronger families' by:
 - a) Being people focused
 - b) Reflecting a 'can do' approach
 - c) Striving for excellence in everything we do
 - d) Having mutual respect for everyone we work with, work for and support through our services

Person Specification

1. Qualified to Degree level or equivalent with a relevant professional qualification and where applicable registered with the relevant professional body.
2. Experience of working with children and young people using a range of evidence based creative and playful methods.
3. Recent experience of working as a specialist Practitioner or senior member of staff within frontline child protection, domestic abuse or sexual violence service.
4. Extensive knowledge of domestic abuse and sexual violence and the impact on children, families and communities.
5. Demonstrate experience, knowledge and skills in trauma informed working.
6. Demonstrate an understanding of systemic practice.
7. Excellent knowledge of child and adult Safeguarding protocols and procedures and ability to assess risk and manage appropriate response to concerns.
8. Demonstrate knowledge and skills in the use of IT including the ability to use Microsoft packages e.g. Teams, outlook.
9. Provide evidence of how you have used your judgement and expertise to carry out assessments and undertake outcomes focused planning with children and families.
10. Demonstrate ability to act as a multi-agency collaborator and create and maintain relationships with other professionals.
11. Ability to work with service users, practitioners and partner organisations in order to reduce risks and increase sustainable protection for children, families and adults.
12. Ability to motivate and inspire service users, practitioners and be innovative, flexible and creative whilst delivering evidence based practice.
13. Able to demonstrate anti-discriminatory and anti-oppressive, practice and how it promotes positive approaches to diversity and identity.

14. Ability to work as part of a team offering peer support and sharing knowledge and skills.
15. Ability to design and deliver training to other professionals
16. Excellent written and oral presentation skills, with ability to keep concise and accurate records and produce informative well written reports that evidence impact.
17. Ability to comply with health and safety principles, policies and procedures (within the context of service provision) and the ability to comply with Family Action's Health and Safety policy.
18. You have a full driving license and access to a car for work purposes.
19. Able to demonstrate work based experience of the Family Action values, which are:
 - a) Being people focused
 - b) Reflecting a 'can do' approach
 - c) Striving for excellence in everything we do
 - d) Having mutual respect for everyone we work with, work for and support through our services
20. The ability to work flexibly as required with an expectation of some occasional out of hours work and travel.

Desirable:

1. Systemic Practice (Foundation or Intermediate Level) or willingness to work towards achieving this qualification;
2. A coaching /mentoring /motivational interviewing qualification and experience of applying this in practice is desirable.