

JOB DESCRIPTION

Job title: Senior Support Worker

Location: Tipton, Sandwell

Hours: 20 hours per week

Grade: Grade 3 Point 20 – 23

Service: Families Together - Sandwell Domestic Abuse Project

Responsible to: Coordinator

Summary of job:

To have excellent communication skills and facilitate training with families members identified in order to prevent episodes of Domestic Abuse and Violence.

To build relationships with key partners such as Children's Services, Health Visitors, Midwives, local schools and Children's Centres to identify families at risk of Domestic Abuse.

To support the delivery of the Families Together Project in Sandwell and monitor the effectiveness of the project against targets.

Key tasks and responsibilities:

1. Develop and maintain effective professional relationships with key partners locally who will be referring families to the programme.
2. To deliver or co-facilitate the Families Together prevention programmes to groups of males and females and observe sessional workers delivery of these sessions ensuring quality.
3. Undertake pre-assessments with clients to identify suitability for the programme.
4. Maintain accurate and confidential case management records, documenting detailed recordings, risk assessments and contacts with clients and referrers.
5. To have an understanding of risk and resilience factors in perpetrators of domestic violence/abuse.
6. Experience of working within the domestic abuse field and an understanding of the complexities and effects of domestic abuse upon adults and children.
7. To provide one-to-one support, or group work with male/ female adults.
8. Commit to working within a coordinated community response to Domestic Violence; working in partnership and cooperation with a wide variety of services from the statutory and voluntary sector and within Family Action projects and departments.

9. Experience of risk assessment and management of risk relating to domestic abuse and of the DASH (Domestic Abuse, stalking, and honour based violence) Risk indicator check list.
10. Understanding the law relating to the protection of adults and children living with domestic abuse situations.
11. To undertake supervision and professional development as part of the role.
12. To promote a positive public image of Family Action and the Families Together - Sandwell service to increase public and professional awareness of Family Action's work.
13. To be able to evidence Family Action's values at all times, 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 service
14. Ensure you have an understanding (appropriate to your role) of, and comply with Family Action's procedures for promoting and safeguarding the welfare of children and vulnerable adults.
15. Ensure the implementation of 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.
16. Comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
17. Work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.

Person Specification

1. Hold a relevant qualification in family support, social work, or equivalent, and experience of working with families at risk of Domestic abuse or victims of abuse and their children and demonstrate a commitment to continuing learning and professional development.
2. Proven ability to work independently or as part of a team, and critically analyse the performance of individuals and teams, making professional, evidenced based decisions and recommendations that improve practice, service delivery and service performance.
3. Experience of working directly with vulnerable families who may be at risk of domestic abuse.
4. Experience of delivering a Domestic Violence Prevention Programme (DVPP), either in group or individual settings.
5. Experience of working with men or women who use violence and abusive/coercive behaviours towards their partners.
6. Experience of working in social care, e.g. substance misuse, child protection, family support.
7. Experience of working with non-compliant clients
8. An awareness of patterns of behaviour, and types of abuse, in domestic violence perpetrators.
9. A sound understanding of risk factors in domestic abuse and an understanding of the impact on victims and their children of domestic abuse.
10. A commitment to working in ways which prioritise the safety of those affected by domestic abuse, both adult victims and their children.
11. A commitment to personally adhere to values of non-violence and respect in order to model this to service users.
12. Ability to develop effective working relationships with key referral partners including schools, health visitors, midwives, family support workers and children's centre staff.
13. Ability to participate in the development, design and delivery of training programmes to parents and families.
14. Successful experience of multi-agency working to deliver services.
15. A current driving licence and access to a car. Proven ability to work flexibly and travel as required by the post.
16. Excellent communication and presentation skills and confidence and competence in the use of IT including Excel and Outlook and Power Point.

17. Demonstrated ability to communicate clearly and professionally through a variety of mediums with children, young people, parents and other stakeholders, and develop and maintain networks to ensure effective service delivery

18. Excellent organisational skills, with the ability to prioritise workload, self-motivate and work to tight deadlines on own initiative, ensuring the senior management team are notified promptly of any major concerns.

19. A commitment to equal opportunities and an understanding of the impact of deprivation and discrimination on communities, families and individuals.

20. Ability to demonstrate understanding of health and safety, data protection, equality and diversity and requirements for safeguarding the welfare of children and vulnerable adults.