

JOB DESCRIPTION

Job title:	Sessional Support Worker
Service:	Families Together – Domestic Abuse Preventative Service
Location:	Sandwell
Responsible to:	Project Co-ordinator

Summary of job:

The Families Together Programme recognises that there are many difficulties families will experience which could lead to family conflict and develop into more severe problems if left unresolved. Families Together is a unique programme designed to support men, women and children to recognise and overcome domestic abuse, enabling families to develop their awareness, confidence and self-esteem. Ultimately supporting families to feel safer and have the tools to improve their family relationship.

Key tasks and responsibilities

1. To deliver a structured Domestic Abuse preventative programme to men and women at risk of domestic abuse or a relationship breakdown.
2. To work in partnership with the Statutory and Voluntary Community Sector (VCS) organisation in a locality, to network and coordinate a package of support to families asking for help
3. To link to local organisations and community groups to see if they can support the families seeking support as a result of domestic abuse and other issues.
4. To engage with a diverse range of service users and partner organisations to support all aspects of project delivery.
5. To contribute to the evaluation methods to measure the effectiveness of the project, incorporating support and advice from relevant partner organisations.
6. To keep accurate case recordings and provide case studies to evidence the impact the service is having on the local community.
7. To hold a case load and offer one to one or group support as part of the bespoke intervention for families referred into the service.
8. To provide information and practical support where applicable, such as safety planning, signposting into other service as applicable.

9. 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 services.
10. To ensure you have an understanding of and comply with Family Action's procedures for promoting and safeguarding the welfare of children and vulnerable adults.
11. To ensure the implementation of Family Action's Equality & Diversity Policy and 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.
12. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
13. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required, as some evening working will be required.

Person Specification

1. Educated to NVQ Level 3, as a minimum or above with a recognised professional qualification in social work, health, education or equivalent, and evidence of a commitment to continuing learning and professional development.
2. Excellent ICT skills (particularly Microsoft Word and Outlook email and experience of using database software).
3. Skills, knowledge and aptitude for building and maintaining professional relationships with families and professionals.
4. Skills, knowledge and experience of using a range of different methods and models of engagement with parents, carers and/or families in the community. This will also require the successful applicant to demonstrate that they have the ability to confidently and constructively challenge domestic abuse stereo types and myths
5. Using negotiation skills where necessary with an ability to communicate, negotiate and influence a wide range of audiences and stakeholders.
6. Proven experience of working with a diverse range of communities and inter-agency working and the importance of working together principles.
7. Previous experience of working within a domestic abuse service and models will be essential for this role.

8. An excellent understanding and awareness of the impact of disadvantage and social exclusion and a commitment to promoting inclusion and equality of opportunity for all.
9. Experience of establishing and sustaining a broad range of professional partnerships and engaging, as well as consulting, with service users and stakeholders through effective collaboration and communication skills.
10. Ability to develop creative and innovative practice, with the ability to plan, set priorities and work on own initiative.
11. Ability to travel, as required by the post and willingness to work flexibly.
12. Understanding of the needs of families/individuals, and of the impact of disadvantage and social exclusion and a commitment to and willingness to promote inclusion and equality of opportunity for all.
13. Significant experience of working within a community multi-agency setting and effective partnership working.
14. A good understanding of Early Help, child development and the benefit of parental involvement.
15. A sound knowledge of other services available to support children and families.
16. Good assessment, planning and record keeping skills and a thorough understanding of safeguarding and thresholds.
17. Good knowledge of relevant national and local legislation and guidance around domestic Sandwell's Domestic Abuse Strategy and other drivers.
18. A confident and professional approach to working with service users and colleagues and excellent verbal, listening and presentation skills, including basic IT skills, collating evidence measuring impact.
19. Experience of working at a level to promote the needs of the organisation and the communities we work with.
20. Ability to prioritise and organise workload effectively.
21. Willing to offer some flexibility in work hours.
22. Driving licence and use of a vehicle is essential.
23. 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 services