

Job Description
Domestic Abuse Practitioner
Education and Children's Services

Service:	Children's Services	Team:	Children and Family Wellbeing Service
Location:	Various across Lancashire		
Contract type:	Full time 37hours, temporary for 3 years		
Salary range:	27,852 - 32,020	Grade:	Grade 7
Reports to:	Team Manager - Family Intensive Support	Staff responsible for:	None

<p>Job Purpose</p> <p>To provide a high quality, proactive service to families of domestic abuse.</p> <p>Reporting to the Team Manager - Family Intensive Support, the postholder will provide high quality interventions in line with an Early Help Assessment at Level 3 on the Pan-Lancashire Continuum of Need.</p> <p>This includes working with survivors, and perpetrators of domestic abuse and those in crisis, to support them to be able to live safely and free from violence and abuse.</p> <p>Using a whole family approach. Where appropriate identify and implementing evidenced based therapeutic approaches which will facilitate the repair of family relationships.</p> <p>As part of a team the postholder will deliver and signpost to evidenced based programmes such as Freedom, Freedom for Children, DASH Safe Lives, Perpetrator programmes, Escape the Trap and RYPP Respect programme.</p> <p>The Children and Family wellbeing Service aims to keep families in Lancashire together safely, supporting them at the right time to improve health and educational outcomes for the children and reduce physical and emotional harm in families.</p> <p>Children, young people, and their families are safe, healthy and achieve their full potential</p> <p>To deliver this vision we have agreed some key outcomes:</p> <p>Five Outcomes</p> <ol style="list-style-type: none"> 1. Vulnerable children and young people are safe from harm and build resilience. 2. Children and young people achieve their full potential in education, learning and future employment. 3. Children and young people enjoy healthy lifestyles and know how to help others. 4. Children, young people and families have a voice in shaping the support they receive. 5. Children and young people live in Lancashire where they can enjoy a good quality of life, be happy and want to stay.

Accountabilities/Responsibilities

- Work alongside Family Support Workers on identified cases where Domestic Abuse is identified, to develop and deliver specialised services to families in a timely manner as part of an Early Help Assessment
- Advocate for rights of children to be respected, heard, and protected.
- Provide practical and emotional support to families where Domestic Abuse is identified, working within appropriate professional guidelines and legislation.
- Use a systemic trauma informed approach to improve safety, resilience, wellbeing, and family functioning. Identifying escalation of risk and follow appropriate safeguarding procedures where there are concerns.
- Contribute as part of an Early Help Assessment for a family, manage and evaluate risk of offending, failure to protect, harm to self and others and the need for intervention to reduce abuse, coercive control, and violence.
- Carry out evidenced based interventions to disrupt and dismantle abusive behaviours to help families create safer relationships which are built upon trust and honesty.
- Provide high quality support and safety planning, to those experiencing, or at risk of, domestic abuse. This includes working with victims, perpetrators, and children to safely maintain their current accommodation, access alternative housing, welfare benefits, legal advice, and support services where appropriate.
- Establish the risks to, and needs of, individuals and families at risk of, or experiencing, domestic abuse and work with other team members to develop plans to address and manage these risks.
- Work closely with professionals including, the police, probation service, mental health services and MARRAC to ensure that increases in risk of harm are escalated rapidly and a multi-agency plan is in place.
- Undertake home visits and be community based as required as part of the package of support.
- Maintain accurate records.
- Develop strong relationships within children's services and the wider services for domestic abuse.
- Visibly and actively support and promote the corporate activities and the values of the Council.

Information

- Ensure confidentiality and security of such information, sharing with other professionals as appropriate.
- To assess benefit requirements of people escaping domestic abuse and to direct them to housing and other benefits promptly where appropriate.
- To ensure that victims are aware of their rights to legal protection for themselves and their children

Other

1. Flexible application of working hours to respond to periodic service needs to work outside of core weekday/daytime hours

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post-holder. This is not an exhaustive list of all tasks that may fall to the post-holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

Equal Opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and Safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Customer Focused

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Criminal Background Check

Safeguarding children and adults is of utmost importance to Lancashire County Council. The Council requires employees to abide by legislation and best practice to enable Lancashire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment. In addition, you consent to allow the Council to retain a copy of the disclosure certificate within your personal file.

It is a contractual obligation to disclose any cautions, reprimands, or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Our Values

We expect all our employees to demonstrate and promote our values:

Supportive

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

Innovative

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

Respectful

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

Collaborative

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification (Grade 7)
Domestic Abuse Practitioner
Education and Children's Services

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
Qualifications:		
Professional and/or academic level 3 qualification or equivalent or substantial experience in a relevant technical, specialised, or operational field	E	A
Experience:		
Working effectively with victims of domestic abuse with demonstrable outcomes.	E	A, I
Advocacy for victims of domestic abuse with confidence, authority, and credibility to achieve positive outcomes for them.	D	A, I
Building positive and respectful working relationships with a range of stakeholders and service users.	E	A, I
Working with service users either individually or in groups who may present with difficult and challenging problems.	E	A, I
Having undertaken good quality and appropriate risk assessments of victims of domestic abuse which respond to their specific needs and protect them and their families from harm.	D	A, I
Knowledge and Skills:		
Knowledge of the Early Help Assessment, risk assessment and impact of domestic abuse and how best to support victims and families.	E	A, I
An understanding and awareness of the needs of women, men, and children of all ages who have experienced domestic abuse	E	A, I
Understand the principles of risk assessment, safety planning and risk management for families with domestic abuse	D	A, I
Excellent knowledge of child and adult safeguarding protocols and procedures and ability to assess risk and manage appropriate response to concerns	E	A, I
Extensive experience of sensitively assessing and responding to the needs and risks of victims of domestic abuse.	D	A, I
Evidence of the ability to provide, non-judgemental, non-directive and confidential support to victims allowing them to take control of their lives and set realistic objectives and goals.	D	A, I
Evidence of having produced high quality written reports and plans and verbal communication skills.	E	A, I
Demonstrable ability to analyse and solve problems creatively with positive outcomes.	D	A, I
Effective IT skills and evidence of having used them to enhance the validity/ reliability and confidentiality of data.	E	A, I
To gather, analyse and interpret information effectively which leads to appropriate decision making and outcomes.	E	A, I
Flexible approach to working hours	E	A, I

Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. Display the LCC values and behaviours at all times and actively promote them in others	E	I