



Behaviour Change Worker - Domestic Abuse

Grade I

Group: Children, Adults and Families

Service: Domestic Abuse Team

Location: Civic Centre

Line Manager: Assistant Team Manager

Car User Status: Casual

Job Purpose

To work collaboratively with Domestic Abuse Workers, Social Workers, Lead Practitioners, Police and other professionals to provide bespoke interventions with those who demonstrate abusive behaviours to meet the following objectives:

- reduce the harm caused to adult and children victims of domestic abuse
- reduce the number of serial and repeat perpetrators of domestic abuse
- reduce the number of repeat and new victims
- intervene earlier to safeguard families living with domestic abuse
- raise awareness of what constitutes abusive behaviour within relationships
- support individuals to change their behaviour to create healthy relationships
- Take a systemic, reflexive and relational approach to interventions
- create an intervention framework to demonstrate work undertaken with individuals to reduce the risks of future abusive behaviour.

The key roles of this post will include:

1. To carry out assessments and formulate intervention plans making recommendations to address abusive behaviours based on individual's needs.
2. To build and maintain effective relationships with other professionals to ensure a co-ordinated, whole family approach.
3. To contribute towards a child's care plan where they are subject to a Common Assessment Framework, Child Protection, Child in Need or Looked After Child plan to reduce the risk of harm.
4. To undertake risk management activity to safeguard adult and children victims of domestic abuse.
5. To undertake relationship building work to cultivate and sustain engagement.



6. To undertake bespoke interventions to address impulse control, emotional regulation, behaviour change and the impact of abuse.
7. To evaluate the impact of the work, adapting to the needs of individuals and responding to learning as the programme progresses
8. To identify and address the impact of past trauma.
9. To manage a caseload and prioritise and organise work ensuring the maintenance of accurate and up-to-date records so that the safety of the individual is kept central to any process.
10. Working in partnership with both internal and external partners, and where appropriate, keeping them informed of any changes in the individual's circumstances.
11. To provide information and training to both internal and external partners in relation to domestic abuse keeping up to date with research and developments in the field.
12. To offer a flexible service, which may include occasional evening and weekend working, to ensure the needs of the individuals are met.
13. To take part in multi-agency meetings to facilitate accurate and appropriate information sharing to effectively manage risks.
14. To assist with data information collection, monitoring and service evaluation.
15. Any other duties as determined in accordance with the grading of the post.



Knowledge & Qualifications

Essential:

Knowledge

- The impact of domestic abuse on adult and children victims.
- Understanding of child safeguarding procedures and legal responsibilities.
- Understanding of adult safeguarding procedures and legal responsibilities.
- Understanding of legislative framework in relation to domestic abuse (Civil and Criminal).
- Understanding of the principles of risk assessment and safety planning.
- Understanding of, and commitment to, equal opportunities in practice.
- Ability to maintain professional boundaries.
- Understanding of child development.
- Understanding of systemic practice and a readiness to develop knowledge and skills in narrative approaches.

Experience

- Substantial experience and proven track record of providing one to one and group interventions with perpetrators of domestic abuse and their families.
- Direct work with children who have been affected by domestic abuse.
- Working within a multi-agency partnership.
- Communicating effectively – written and verbal.
- Working on own initiative.
- Working as part of a team.
- Prioritising and organising workloads.

Qualifications

- Relevant professional qualification at NVQ Level 4 or above or substantial experience and a proven track record of providing one to one and group interventions with perpetrators of domestic abuse and their families.
- Willingness to undertake specialist Domestic Abuse training.

Desirable:

Knowledge

- The civil and criminal justice remedies relating to domestic abuse.
- Understanding of the domestic abuse sector and the role and remits of the statutory and voluntary agencies in the sector.

Experience

- Crisis Management.



Competencies

Customer Focus	Puts the customer first and provides excellent service to both internal and external customers
Communication	Uses appropriate methods to express information in a clear and concise way to make sure people understand
Team Working	Works with others to achieve results and develop good working relationships
Making things happen	Takes responsibility for personal organisation and achieving results
Flexibility	Adapts to change and works effectively in a variety of situations
Learning and Development	Actively improves by developing and applying new skills and knowledge and learns from past experiences