

## Job Description

<b>Job Title</b>	Domestic Abuse Practitioner
<b>Directorate</b>	Children and Young People's Services
<b>Service Area</b>	Children's Social Care
<b>Grade</b>	Grade 6
<b>Competency Level</b>	1
<b>Salary</b>	£35,412 - £39,862
<b>Job Type</b>	Hybrid
<b>Location</b>	Edge Customer Service Centre
<b>Disclosure and barring service (DBS)</b>	Enhanced DBS Child and Adult Workforce with Child and Adult Barred List
<b>Job Evaluation Ref No</b>	A8614

## Job Purpose

To provide high quality interventions to those families where domestic abuse is of significant concern as part of the Family Safeguarding Team. This includes working with victims of domestic abuse and those in crisis to support them to be able to live safely and free from abuse.



## Directly Responsible For:

This post does not have any line management responsibility.

## Directly Responsible To:

Family Safeguarding Team Manager/Family Safeguarding Service Lead

## Main Areas of Responsibility:

- Work with other professionals within the Family Safeguarding Team, to develop and deliver services to victims of domestic abuse in a timely manner, including a response to urgent need as required
- Provide practical and emotional support to victims of domestic abuse and their children, working within appropriate professional guidelines and legislation
- Support and inform victims of domestic abuse in families where domestic abuse is of significant concern through interviews and enquiries, using motivational interviewing
- Contribute to the plan for the family through team discussions and supervision, manage and evaluate risk of offending, harm to self and others and the need for intervention to reduce abuse, coercive control, and violence
- 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
- Provide high quality support and safety planning, including safe room planning, to those experiencing, or at risk of, domestic violence. This includes working with victims to safely maintain their current accommodation, access alternative housing, welfare benefits, and support services where appropriate.
- Ensure that victims are aware of their rights to legal protection for themselves and their children and to arrange for the provision of legal advice as required, accompanying to appointments if appropriate

- Work closely with professionals in the Family Safeguarding Team, the police, probation service, mental health service MARACS and other agencies to ensure that increases in risk of harm are escalated rapidly and a multi-agency plan is in place
- Undertake home visits as required as part of risk assessment and management and the package of support
- Advocate for the rights of children and young people to be respected, heard, and protected
- Obtain information about perpetrators of domestic abuse in families where domestic abuse is of significant concern through interviews and enquiries using motivational interviewing
- Process information relating to individuals' abusive behaviour; keep records and update Capacity for Change Workbook and other colleagues in the team, with due regard for service user consent, confidentiality, data protection and information sharing protocols
- Contribute to the planning, running, and reviewing of the team's work programmes
- Contribute effectively to team case discussion meetings and group supervision, exchanging information to support the work of the team and other agencies
- Contribute to team and self-development and performance enhancement
- Manage workload jointly with other team professionals, calling on other statutory and non-statutory providers of relevant services where appropriate
- Work in partnership with other team members and agencies and to advocate for victims to ensure their needs are met, including liaison with housing providers and refuges, MARAC, Police, IDVA, SARC, Probation and MAPPA
- Through learning and development build an understanding and use of motivational interviewing and cognitive behavioural therapy

- Prepare and participate in annual appraisal and reviews, identifying areas for improvement and carrying out agreed learning and development opportunities

### **Supervision and Management Responsibility:**

- This post does not have any supervisory or line manager responsibility

### **Budget and Financial Responsibility:**

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

### **Social Value Responsibility:**

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

### **Physical Demands of the Job:**

- This post involves both office and field work. Hence it involves sedentary work and the need to travel to appointments

### **Corporate Responsibility:**

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally

- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

## Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level 1.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

# Personal Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

## Qualification and training

### Essential

- Evidence of basic educational achievement NVQ Level 3 Childcare or equivalent in a related field of work (A)

### Desirable

- A commitment to undertaking further training and development

## Experience

### Essential

- Experience of having worked with victims of domestic abuse in a previous role (A/I)

### Desirable

- Experience of sensitively assessing and responding to the needs and risks of victims of domestic abuse
- Having undertaken and produced 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

## Skills/Abilities

### Essential

- Knowledge of the impact of domestic abuse, the needs of women, men and children of all ages who have experienced domestic abuse and how best to support victims and families (A/I)
- Evidence of building positive and respectful working relationships with a range of stakeholders and service users (A/I)
- Ability to gather, analyse and interpret information effectively which leads to appropriate decision making and outcomes (I)
- Excellent knowledge of child and adult safeguarding protocols and procedures (A/I)
- Excellent verbal, written and listening skills (A/I)

### Desirable

- Understanding of the principles of risk assessment, safety planning and risk management for families with domestic abuse
- Understanding of personality disorders and how they may affect risk
- Understanding of cognitive behavioural therapy

## Commitment

### Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council

## Other

### Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the enhanced level (A)
- Essential Car user – must have access to a car for work use (A)

