



Job Description

Job Title	Domestic Abuse Practitioner
Responsible to	Team Manager (Reading Family Safeguarding Team) and overseen by the BWA Outreach Operations Manager
Direct reports	N/A
Working pattern	37.5 hours per week; flexible working can be considered
Salary	£25,225 - £29,740 depending on experience

This is a pilot programme with Reading Borough Council's Family Safeguarding Team (RBC) and implemented by Berkshire Women's Aid. Practitioners will be based in RBC, working within a multi-disciplinary team of specialists in the Family Safeguarding Team, to support victim-survivors of domestic abuse to create sustained change for themselves and their children, with the aim to keep more children safely at home with their families.

As a Domestic Abuse Practitioner, your role will be to provide direct specialist support to survivors of domestic abuse and their children. This will include supporting them to understand domestic abuse and the impact it has on them and their children, completing high quality risk assessment, and providing information and advocacy.

The support you provide will be based on the 'Safer Us/ Breaking the Cycle Programme', which is an evidence-based practice model adopted by the Reading Family Safeguarding Team. The evidence indicates:

- Improved safeguarding outcomes for children
- Earlier and more effective support for parents and carers
- Reduced risk escalation through integrated, multi-disciplinary working
- Clearer information sharing between statutory and commissioned services
- Improved decision-making through shared professional expertise.

You will hold a caseload, supporting families through one-one-one and group work support, to devise appropriate safety plans, develop self-esteem, and support survivor-victims to break the cycle of abusive relationships

We are looking for an individual who is able to work in a fast-paced environment and is committed to building strong relationships with a wide range of professional agencies.

What will you do?

The role (survivor/ family support)

1. Work as part of the RBC Family Safeguarding Team, to develop and deliver services to victims of domestic abuse in a timely manner, as well as being an integral part of the wider BWA team.
2. Contribute as part of a plan 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.
3. Meet or speak on the telephone with victim-survivors of domestic abuse to provide support and information, providing a full initial assessment to clients to identify and address their needs.
4. Provide appropriate crisis support to victim-survivors, completing assessments of risk and undertaking high quality safety and support planning, signposting and referring clients to external agencies and other specialist services as required.
5. Obtain information about perpetrators of domestic abuse in high-risk families through interviews and enquiries using motivational interviewing.
6. To attend a variety of meetings which could include Strategy discussions, MASH meetings, Initial Child Protection Conferences and actively contribute to these meetings to inform understanding of risk and safety, supporting families through Child Protection processes, housing needs or the Criminal Justice System (CJS).
7. Be the voice of the clients and children we represent by ensuring that their experiences are accurately reflected.

Partnership working

8. Work in partnership with voluntary and statutory organisations, maintaining good working relationships with external agencies and keeping up to date with local resources and services available to clients.
9. To work across the front door services to ensure that strong partnership links are developed and maintained with the partner agencies.
10. Share previous experience, skills and knowledge which may be relevant to the team in providing its service
11. Publicise the work of BWA, delivering training to professionals on the range of BWA's service and ensuring other organisations know how to refer to BWA.

Continued professional development

12. Engage with BWA activities including case management, supervision and training to ensure continuous professional development.
13. Keep up to date on local and national changes and best practice when supporting clients and issues that affect them.
14. Access relevant training and CPD activities as part of your role within the RBC Family Safeguarding Team.

Information management

15. Maintain accurate and timely records using the designated BWA case management systems (Oasis) and the Council's case management system (Mosaic) in compliance with Information Governance policies and procedures.
16. Maintain accurate records in line with the RBC Family Safeguarding Team and BWA procedures regarding all aspects of service delivery for monitoring and other purposes, including detailed case management records and the collation of statistics for quarterly reporting.
17. Ensure that the needs of all clients are respected, especially those who face barriers to accessing services because of ethnicity, sexuality, disability or other hard to reach groups.
18. Work within the Family Safeguarding Team and BWA's policies and procedures, maintaining professional boundaries, ensuring confidentiality and security of information, sharing with other professionals as appropriate.
19. Ensure that any safeguarding issues for children or vulnerable adults are raised immediately with management as per Family Safeguarding and BWA policies.
20. Ensure complaints are dealt with via the BWA and Reading Borough Council complaints policies.

This list is a guide to the tasks of the role not exhaustive. We need someone in this role to respond flexibly to the needs of our services to survivors.

Person Specification	Essential (E) or Desirable (D)	Assessment Method*
Professional and/ or academic level qualification or equivalent or substantial vocational experience in a similar role.	E	A
Hold or be willing to work towards an Individual Domestic Violence Adviser (IDVA) qualification	E	A/I
Experience of or hold a qualification in Social Work	D	A/I
Hold or be willing to complete Motivational Interviewing Training.	E	A/I
Experience of providing direct practical, emotional and welfare support to survivors and their children at time of crisis.	E	A/I
Experience of reviewing risks with survivors of domestic abuse and devising safety plans	E	A/I
Evidence of the ability to build and develop supportive, professional relationships with individuals in crisis to enable them to plan and set realistic and achievable goals	E	A/I
Evidence of the ability to work with individuals from all backgrounds, including an understanding of how to provide services appropriate to diverse client groups e.g. Black, Asian and Minoritised Communities and LGBTQ+ clients	E	A/I
Ability to communicate to a diverse audience and to be understood, and a commitment to equality and diversity and demonstrable understanding of how it impacts on the role and outcomes for under-represented groups.	E	A/I

Knowledge of the impact of all forms of domestic abuse on survivors and their children, including honour-based abuse, forced marriage and FGM	E	A/I
Recent knowledge of legislation relating to survivors of all forms of domestic abuse.	E	A/I
Knowledge of processes relevant to those accessing support including knowledge of the civil and criminal justice system, welfare and benefits, housing, immigration and safeguarding processes.	D	A/I
Knowledge and understanding of the remits of the relevant statutory and voluntary agencies, including MARAC, MATAC, MAPPA and other multi-agencies approaches, to address domestic abuse.	D	A/I
Experience of delivering and facilitating groups	D	A/I
Able to work with a range of stakeholders to develop professional working relationships to support clients.	E	A/I
Able to seek support and guidance when necessary, working flexibly as part of a team and be a proactive team player working in a pilot environment where outcomes and work processes are evolving.	E	A/I
Have a methodical and well-organised approach to workload and an ability to work within a stressful environment and be able to work on own initiative with minimal supervision, including managing and maintaining personal resilience, and developing a range of mechanisms for dealing with stressful situations.	E	A/I
Ability to use Microsoft Office and other case-working software to gather, analyse and interpret information effectively, to support appropriate decision making, outcomes, and to produce high quality reports.	E	A/I
Be committed to the work of BWA and the Family Safeguarding Team, putting the survivor at the centre of	E	I



services and empowering them to rebuild their lives free from abuse.		
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***Assessment method:**

A: Application I: Interview

Notes

- 1) This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975. Due to the nature of our work it will be necessary for an enhanced disclosure to be made to the Disclosure and Barring Service for details of any previous criminal convictions which are not protected under the Act.
- 2) Occupational Requirement under Schedule 9 (part 1) of the Equality Act 2010 applies.