

Job Description

Job Title: Independent Domestic Abuse Advocate (IDVA) Early Help

Reporting to: Senior MASH IDVA

Service: Islington SASS

Salary Band: 2.1 and 2.2

Working hours: 28 per week

Location: Islington

This job description may change to reflect changing requirements of the role

The Role:

IDVAs provide a proactive service to survivors of domestic abuse identified as being at high risk of imminent harm. As an IDVA you will carry out risk and needs assessments, safety planning and support planning with survivors and advocate on their behalf with external agencies. This role will be co-located multiple days per week within Islington's Family Hubs to provide consultation, advice and guidance to practitioners alongside directly supporting a caseload of families, as well as one day from the Solace office in Camden.

While this role does offer some working from home opportunities, it is primarily a client-facing position. The successful candidate should expect to deliver in-person support on a regular basis, including responding to service user needs, attending appointments, building effective professional relationships, and supporting service delivery across community and partner settings.

Accountabilities

- Hold a caseload of cases, who would benefit from support with Islington's Family Hubs.
- Provide risk assessment, safety planning, and support to survivors of domestic and sexual abuse.
- Work within Islington's Safeguarding and Family Support, acting as a link worker between the Islington SASS team and Family Hub staff.
- Work proactively with social workers, family practitioners and outreach practitioners offering advice and guidance on individual cases and pathways for survivors.
- Represent the team and advocate for domestic abuse survivors at key multi-agency meetings in the borough.
- Provide shadowing opportunities to new staff.
- Potential line management of volunteers, apprentices, or interns
- Ensure cases are referred to MARAC/ Safeguarding promptly where appropriate
- Attend regular team meetings, case review, and case supervision meetings, ensuring that you contribute to effective working practice and communication.
- Deliver IDVA casework ensuring that contractual requirements are met, defined service standards are maintained, and compliance with policies and procedures.
- To keep and maintain accurate and confidential records of all work undertaken.

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- Attend case review meetings and contribute to effective team communication.
- Provide flexible support across the team, including covering duty responsibilities and the daily safeguarding meeting when needed to maintain continuity of service delivery.
- Ensure compliance with all legal and contractual reporting requirements in relation to service delivery.
- Ensure effective implementation of Solace's Equality and Diversity policies and awareness and integration of an equalities and human rights agenda in all your work.

Values, Behaviours and Competencies

- **Committed** to the purpose of Solace Women's Aid, ensuring that the service user is at the heart of service delivery and development
- **Feminist** in understanding 'Violence against Women and Girls'
- Committed to fostering **innovation** and **continuous improvement** in working practice
- **Flexible** and open to new challenges, ideas, and experiences, and able to be self-reflective
- Committed to understanding **diversity** and ensuring **anti-discriminatory** practice is applied in all forms of our work
- **Non-judgemental** with a commitment to self-care within the team
- **Collaborative**, building relationships with internal and external partners.

Knowledge, Experience and Skills

- Demonstrable experience of working with women affected by domestic and sexual abuse.
- A sound understanding of the practical, emotional, social, and economic issues facing women and children affected by domestic violence.
- Demonstrable experience of working with families with children.
- A solid understanding of how domestic or sexual violence against a parent can affect a child in the home and how parenting capacity can be impacted.
- Experience of risk assessment and management and safety planning.
- Experience of working within a multi-agency framework.
- Knowledge of, and the ability to, confidently advise on the range of options available to survivors of domestic abuse including safe housing, criminal justice, and civil remedies.
- Essential sound knowledge of safeguarding for adults and children.
- Ability to manage own caseload, work under pressure and prioritise workload.
- Ability to collate data and write comprehensive reports for commissioners.
- Excellent written and verbal communication skills.
- Strong crisis management skills and the ability to deal with challenging situations.

Qualifications

CAADA / Safe Lives/Women's Aid IDVA or DAPA qualification is desirable however if not already qualified, the successful candidate will be required to undertake and successfully complete the DAPA / IDVA qualification following successful completion of their probationary period. Continued employment within the role will be subject to successful completion of this qualification.

Team Structure

