

CARING DADS PRACTITIONER



VACANCY

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Welcome from our Chief Executive Officer



Dear Applicant,

Thank you for your interest in the role of Caring Dads Practitioner at Hampton Trust. This pack includes background information on the organisation and details of our work. Should you have any questions or would like an informal chat, please do not hesitate to contact us by emailing us at jobs@hamptontrust.org.uk. If you provide details of your availability, we will then arrange for someone to get in touch.

Hampton Trust is a leading domestic abuse charity with a focus on tackling the root cause of domestic abuse by engaging perpetrators to reflect on their behaviour. We pride ourselves on being innovators in our field, highlighting gaps and testing new approaches.

Our work includes early intervention programmes for children and young people, support for child and adult survivors of historic or current sexual violence, domestic abuse perpetrator interventions and rehabilitative programmes for different types of offenders in the criminal justice system. We also deliver a range of professional training.

This is an exciting opportunity to join Hampton Trust and we are seeking an experienced Practitioner to co-ordinate the delivery of the Caring Dads Programme.

Good luck with your application.

Kind regards,

A handwritten signature in purple ink that reads "Chantal". The signature is written in a cursive, flowing style.

Chantal Hughes

Chief Executive Officer

Hampton Trust Background

During 1995, a review undertaken by Hampshire Association for the Care and Resettlement of Offenders and Hampshire Care Trust highlighted large areas of unmet need for offenders and young people at risk. The research identified the need for an agency, rooted in the criminal justice system, to support young people at risk of offending and those who had offended. It was agreed that an independent agency with multi-agency support was needed to develop partnerships aimed at initiating and managing innovative projects. In 1996, with set up funding received from Hampshire Probation Service, Hampshire Police Authority and Hampshire Social Services, Hampton Trust was established to bridge this gap.

Named after Gene Hampton who had been a well-respected Hampshire Magistrate, Chair of the Probation Committee and serving member of the National Parole Board, our key aims were to prevent young people entering the criminal justice system as well as to provide rehabilitative programmes to prevent reoffending. We pioneered programmes with young people leaving care and on bail, using restorative justice approaches and a range of social, educational programmes as an alternative to custodial sentences. With a gap in provision for adult domestic abuse perpetrators in the criminal justice system, we designed an intervention targeting individuals, court mandated to attend.

Delivering a broad range of award-winning services, our business strands include delivering early intervention/prevention programmes, domestic abuse and sexual violence interventions, criminal justice programmes and professional training.

We continue to identify gaps in provision in the criminal justice arena and with domestic abuse perpetrators. To tackle the root cause of domestic abuse and criminality we must examine the complexities behind the behaviour, without which the cycle of offending will continue.



CONTEXT

Since our start in 2001, the Caring Dads intervention program has been firmly situated within the realm of gender-based violence, and, indeed, within the framework of gender equality in general. There are unquestionably very clear connections between violence against women on one hand, and children's experience of violence, whether as victims or witnesses, on the other.

It is our belief that fathers can and often do play a very important role in their children's development. Fathers can be a positive influence on a child's life, enhancing their academic, personal and social development.

Our 17-week group programme offers a unique opportunity for men to connect as fathers. We offer a combination of active group discussions, exercises and home play helping fathers build, positive and healthy relationships with their children while understanding the impact of Domestic Abuse on their children. Fathers learn how to manage emotions and find alternative ways of coping in challenging situations.

OUR VISION, MISSION & VALUES

Our Purpose is To Break the Cycle of abuse

Our Vision is:

“For everyone to live free from abuse.”

We want to enable individuals and professionals to make changes that help address the root cause and break the cycle of abuse.

Our Mission is:

“To design and deliver innovative interventions, training and education to break the cycle of abuse and rebuild lives”.

We want everyone to be able to recognise, respond to and engage those causing abuse and those experiencing it.

Our Values are:

- **Safety and Trust**

We are committed to ensuring safety is upheld in and outside the organisation. We are committed to building trusting relationships to create change and build safer communities

- **Engagement and Choice**

We are committed to removing barriers to engagement and learning from each client interaction

We are committed to enabling individuals to make different choices by providing support and guidance to access pathways towards recovery and change

- **Collaboration and Innovation**

We are committed to learning from collaboration with those in our service, staff, and partners to develop and share best practice

We are committed to creating an innovative workforce and providing services that are infused by a passion for learning and improvement

- **Influence and Inform**

We are committed to working with individuals and with partners, networks and organisations who we can both learn from and influence

We are committed to developing an evidence base and being part of the conversation to influence and inform sustainable whole system change

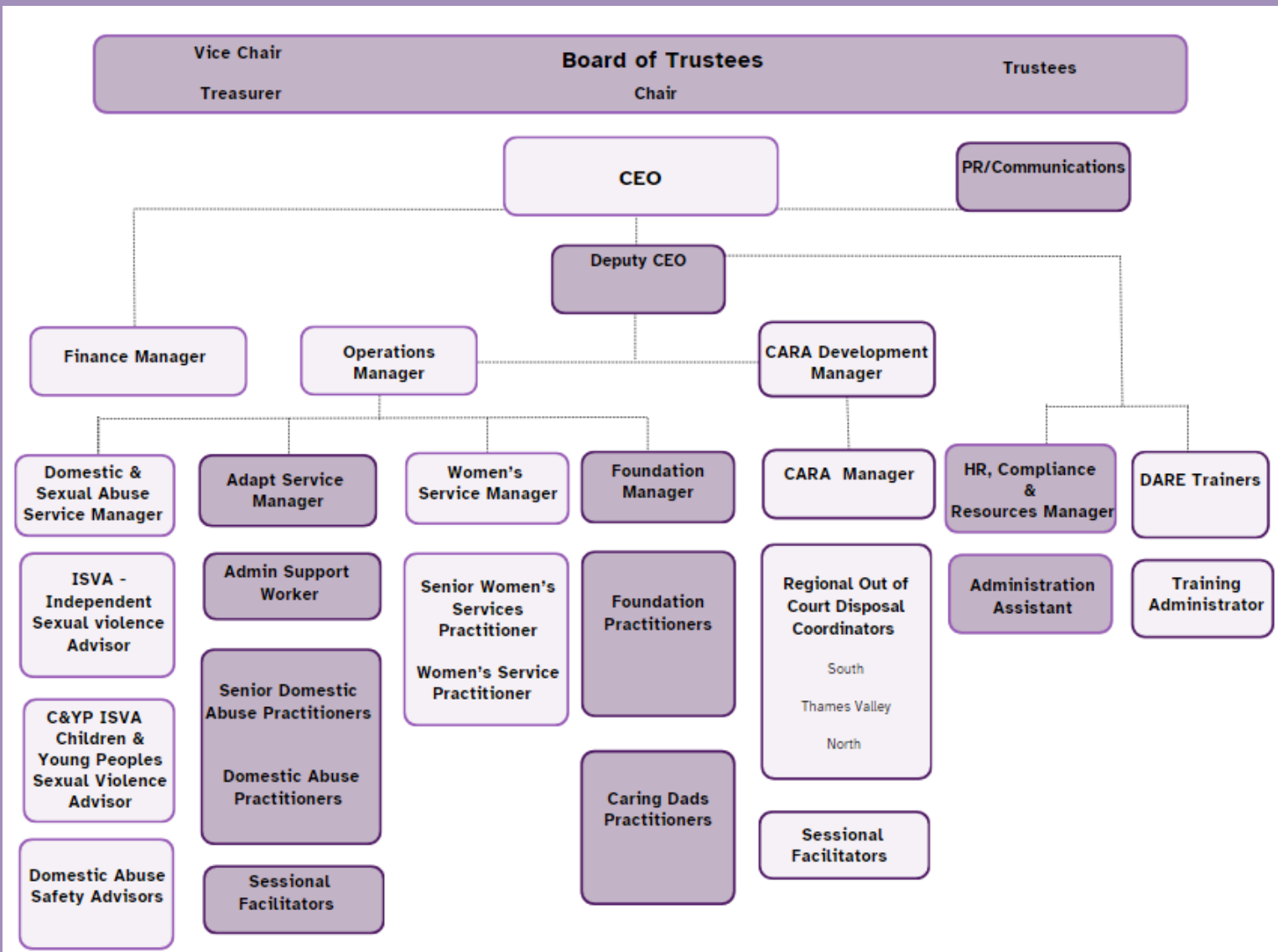
- **Inclusion and Diversity**

We are an equal opportunities employer; and are proud to employ a workforce that reflects the diverse communities we serve. We aim to encourage a culture where people can be themselves and be valued for their strengths. We seek to attract and employ the best people from the widest talent pool, reflecting the diverse range of people we support

- **Quality Assurance**

We are committed to robust quality standards across the organisation, upheld by external inspection

ORGANISATION STRUCTURE



CURRENT VACANCIES

1x Caring Dads Practitioner

1 x Domestic Abuse Practitioner - IOW

JOB DESCRIPTION

Job title:	Caring Dads Practitioner
Working hours:	22.5 Hours per week across 3 days - Fixed Term 12 months
Salary:	£16,200 per annum - Part Time (27,000 Full Time Equivalent)
Base:	Based across Ashurst / Colocation venues, Southampton

Job Purpose:

Caring Dads exists to change current practice to better include fathers in efforts to enhance the safety and well-being of their children. The practitioner will work directly with fathers with an aim to improve relationships with their children, families, and co-parents/carers. This will include promoting the service to a range of teams across Hampshire and Southampton, to generate programme referrals. You will work closely with Hampton Trust domestic abuse perpetrator service to identify client suitability for the Caring Dads programme.

As the Caring Dads Practitioner, you will be required to deliver the Caring Dads and Accredited Domestic Abuse Prevention Training (ADAPT) Programme. This includes one to one support and group work. Groups are delivered on weekday evenings; you will be required to deliver one group work sessions per week.

You will undertake treatment and risk assessments of individuals causing harm in their relationships; this includes active case/risk management of families living with domestic abuse. Although this position is based in Ashurst, you will be co-located into social work teams across Hampshire three days per week, with an aim to providing support and advice in identifying suitable families for the Caring Dads and ADAPT programme.

Duties and Key Responsibilities

1. Key Tasks

- To process referrals and assess suitability for, and motivation to engage in the Caring Dads Programme
- To process referrals and assess suitability for, and motivation to engage in a range of Hampton Trust interventions, allocating the appropriate intervention based on risk and motivation
- To prepare individuals to engage in the Caring Dads Programme using motivational interviewing techniques & psycho-educational techniques
- Co-delivery of Accredited Domestic Abuse Prevention Training (ADAPT) interventions
- To utilise the prescribed risk assessment tools to inform initial risk assessments and assess changes in dynamic risk factors
- To provide accurate & timely feedback to service users, facilitators, service manager and relevant agencies
- To facilitate the Caring Dads group work programme whilst adhering to the required service standards
- To deliver one to one sessions to service users as and when appropriate
- To use electronic case management systems to record all relevant information
- To represent the Hampton Trust in co-located sites, sharing best practice & expert knowledge of Caring Dads and domestic abuse with other professionals
- To engage in regular risk/case management meetings with the integrated partner safety service
- To identify risk & share information relating to risk with the service manager, project workers, facilitators, and other relevant agencies
- To prepare accurate/professional reports on individuals assessed for Caring Dads and those engaged in the Caring Dads programme
- To assist in data collection and evaluation of Caring Dads and other perpetrator services
- To undertake some evening working or weekend work as required

2. Contribute to the effective development of the domestic abuse services

- To assist in representing the organisation at local and national strategic meetings
- To deliver Caring Dads presentations to various forums
- Assist in the promotion and enhancement of Hampton Trust's work through networking and delivering presentations

3. Identify and promote needs

- To maintain an understanding of current practice and issues in domestic abuse both locally and nationally
- To undertake Caring Dads and other relevant training to maintain up to date knowledge of current developments in domestic abuse & enable continuing professional development
- To remain up to date with Caring Dads practice and Respect guidelines of good practice in engaging perpetrators

4. General duties:

- Ensure that appropriate records are kept and maintained and that liaison with relevant agencies takes place and confidentiality is maintained within the confines of the Children Act 2004 (Children's Services) Regulations 2005
- Work collaboratively with partners to enhance Caring Dads support offered to service users
- Assist in preparing quarterly reports on Caring Dads, Board reports and evaluations for stakeholders as required
- Participate constructively in supervision/appraisal sessions and undertake appropriate professional development & practice self-reflective practice
- Attend/contribute to team meetings/promote equality/anti-oppressive practice
- Undertake any other duties consistent with smooth running of programmes as required

Core Responsibilities

Health & Safety:

- Demonstrate safety leadership in line with our H&S policies and procedures
- Take part in safety training and risk assessments
- Use work equipment, personal protective equipment, substances, and safety devices correctly

Equality & Diversity

- To actively support Hampton Trust to improve performance in equality and diversity, developing an open and inclusive culture for both staff, partner agencies and clients
- Treats everyone as an individual and encourages an environment where people flourish in their individual roles
- Understands different perspectives and cultures
- Show committed and proactive approach to equality and diversity

Information Governance

- Adheres to Hampton Trusts GDPR Policies and Procedures, and any control related responsibility for financial data entered, stored, or reported via business systems within employee's control (list not exhaustive)
- Treat with confidentiality any personal, private or sensitive information about individual organisations, clients or staff **Your paragraph text**

Impact and Participation

- Work to support the mission, ethos and values of Hampton Trust and work collaboratively with others in all aspects of our work including decision making and supervision
- To participate as a member of the Management Team and communicates effectively and plans how to approach individual situations such as meetings to promote growth, change and development
- To maintain familiarity and understanding of developments within Hampton Trust and uses specialist knowledge to raise awareness of issues with CEO and Management Team

Other

- Be flexible and carry out other associated duties as may arise, develop, or be assigned in line with the broad remit of the position
- Must have full clean drivers' licence and own transportation.

Person Specification

Experience

- Essential - Experience of working with domestic abuse perpetrators/offenders and/or victims/survivors
- Essential - Experience in assessing risk in relation to domestic abuse
- Essential - Maintaining electronic/ written records.
- Desirable - Experience of delivering group work/ individual interventions to challenging service users
- Essential - Experience in using motivational interviewing techniques
- Desirable - Experience in working with vulnerable adults
- Essential - Experience in multi-agency working
- Essential - Experience in working within adult and child safeguarding

Skills and Abilities

- Essential - Excellent written and verbal communication skills
- Essential - Computer Literate
- Essential - Ability to motivate and engage service users.
- Essential - Good organisational skills and an ability to prioritise workload and meet deadlines
- Essential - Ability to reflect upon your own practice
- Essential - Ability to be responsive to individual needs whilst adhering to standards and maintaining integrity
- Essential - Ability to be flexible and adaptable in working with service users
- Essential - Ability to work individually and as a team member
- Essential - Ability to confer knowledge to other professionals

Knowledge

- Essential - Understanding of domestic abuse & impact on victims
- Desirable - Awareness of offenders' denial, minimisation & victim blaming when responding to domestic abuse issues
- Desirable - Understanding of issues/dynamics involved in facilitating group work programmes
- Desirable - Awareness of Cognitive Behavioural approaches & principles
- Essential - Understanding of cultural diversity & non-discriminatory practice
- Desirable - Awareness of safe Working Practices in relation to Domestic Abuse
- Desirable - Working knowledge of mental health and substance misuse issues
- Desirable - Knowledge of other domestic abuse services and organisations

Person Specification Continued

Other

- Essential: Full Drivers License and car owner as occasional travel required across the UK sites
- Essential: Required to transport and manually handle heavy course material and equipment to & from group venues
- Essential: Required to manually handle venue furniture for group set up and wipe down

Next steps

Please submit your application via email to jobs@hamptontrust.org.uk. Don't forget our offer of an informal chat prior to completing your applications is available if you think it would be helpful.

In your application please include:

A cover letter explaining your motivation for applying and outlining how you meet the criteria detailed within the person specification.

A full CV including education, professional qualifications and full employment history showing responsibilities and relevant achievements.

Hampton Trust is committed to improving and finding ways of creating a more diverse workforce and we welcome applications from all sections of the community.



HAMPTON TRUST

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