

# Job Description



<b>Job Title:</b>	Behaviour Change Worker	<b>Department:</b>	Services
<b>Reports to:</b>	Behaviour Change Team Manager	<b>Salary:</b>	£23,088 - £26,817 (pro rata)
<b>Accountable to:</b>	Behaviour Change Team Manager	<b>Hours:</b>	22.5 hours (3 days)
<b>Responsible for:</b>	N/A	<b>Location:</b>	Devon (excluding Plymouth and Torbay)

## Main purpose of the Job

FearFree delivers services across the South West for victims, children and perpetrators of domestic abuse and victims of sexual violence. We provide responsive, victim focused and trauma informed support, and this post will be fundamental to ensuring service users, stakeholders and partners experience this in our daily delivery.

We are delighted to be recruiting for new specialist support workers for our holistic Behaviour Change services across Devon.

Working within experienced and committed teams, the Behaviour Change Advisor will:

- Complete specialist risk assessments (including Respect RIC) and develop personalised safety and support plans.
- Deliver one to one specialist behaviour change interventions.
- Co-facilitate short term and long term group work.
- Promote the service externally and ensure our interventions are accessible.
- Provide proactive, trauma informed and holistic support, with a focus on increasing victim safety and reducing the risk posed by a perpetrator.
- Work within a multi-agency framework to effect change, manage risk and ensure safeguarding of vulnerable adults and children is paramount.
- Offer professional consultancy, training and advice to other agencies on working with perpetrators.
- To work collaboratively with Partner Safety Workers to ensure the safety of the victim is held central.

There is a requirement for evening working – approximately once per week to deliver group work interventions.

FearFree is committed to hybrid working and this role will be a mix of home based and office based in either Exeter or Barnstaple, alongside requiring travel across the county for multi-agency meetings and to deliver group support. Occasional travel to our other offices may be required.

[www.fear-less.org.uk](http://www.fear-less.org.uk)

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## Main Responsibilities and Tasks

### Key responsibilities:

- To join the highly effective teams across FearFree to provide Behaviour Change support to perpetrators of domestic abuse.
- To reduce the risk of reoffending and of harm posed by domestic abuse perpetrators and increase the safety and wellbeing of victims and children.
- To provide perpetrators with an understanding of domestic abuse, healthy relationships and communication, the impact on victims and children and support them to use new techniques and strategies to change their behaviour.
- To ensure the safety and wellbeing of children is paramount, working with our Partner Safety Worker, Children’s Workers and Children’s Social Care as required.
- To complete evidence based risk assessments and safety and support plans for each case.
- To co-facilitate perpetrator behaviour change programmes, following a clear manual.
- Live and embody the FearFree values – kind, receptive, open, pragmatic, robust and expert.

### General

- Work with perpetrators of domestic abuse, offering a targeted service, reducing the risk of serious harm.
- Work with partner agencies within a multi-agency context, ensuring a multi-agency response to risk with a focus on safeguarding.
- Represent the service user voice in a multi-agency context.
- Attend Multi Agency Risk Assessment Conferences (MARAC) and Multi Agency Public Protection Arrangements (MAPPA) meetings as required.
- Give information and support to service users regarding their other needs and refer them to other support services as required.
- Ensure our service is widely accessible – adapting practice as required to suit individuals.
- Work across a large geographical area to ensure locality is not a barrier to accessing services.
- Deliver training and information sessions to promote our service, and increase awareness and understanding of domestic abuse.
- Co-deliver specialist group-work programmes for perpetrators of domestic abuse, following a clear manual.
- Have a responsibility around safeguarding of both adults and children, maintaining knowledge of appropriate policies and procedures and integrated working.
- Support other agencies in the identification and referral of domestic abuse issues via promotion of service and institutional advocacy.

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- Ensure all referrals are clearly logged on our database and all case records are kept fully updated, according to FearFree policies and procedures.
- Attend and engage with case reviews, risk reviews and Treatment Management as required.
- Work closely with Partner Safety Worker and Children’s workers to ensure the safety of the victim and children and a holistic view of risk.
- Manage a caseload ensuring each client receives the appropriate service individual to their risk and needs.
- Support the empowerment of the client.
- Engage with case management supervision.
- Support colleagues in perpetrator services across FearFree as required.
- Contribute to effective team working with a flexible and pro-active approach, including cover for other team members’ holidays and sickness.
- Undertake all statutory and mandatory training, as required by the organisation.
- Carry out any other duties that are within the scope, spirit, and purpose of the role, as required.

## Other

### Confidentiality and Data Protection

All employees must ensure that essential information of a sensitive and/or personal nature is not disclosed to, or discussed with, inappropriate persons and that all information is maintained in accordance with the GDPR and other related legislation/requirements.

### Equality and Diversity

FearFree is committed to encouraging equality, diversity and inclusion among our workforce and our service users, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our service users, and for each employee to feel respected and able to give their best. The role has the responsibility to ensure all duties and responsibilities are carried out in a manner which promotes FearFree’s Equality, Diversity and Inclusion policy.

### Health and Safety

All individual employees are required to promote a health and safety culture within the workplace, observe all health and safety rules and procedures and attend training courses as required and where appropriate conduct risk assessments e.g. VDU, maternity, lone working, H&S audits etc.

### Policies and Procedures

Responsibility for formulating, updating & monitoring relevant FearFree policies and procedures, updating manuals as and when required, ensuring that support staff have appropriate access to them and record sightings of updates.

All employees need to be aware of all FearFree’s policies and procedures and work within them at all times.

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**Safeguarding / Disclosure and Barring Service**  
 FearFree is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and bring any concerns (whether in respect of service users or members of staff) to the attention of Safeguarding leads immediately. This role will require an enhanced DBS check.

## Person specification

Requirements		Essential (E) / Desirable (D)
<b>Education and qualifications</b>	Good standard of general education	E
	Higher level education or similar/ relevant professional qualifications	D
<b>Experience</b>	Practical experience of working with people with complex or other needs.	E
	Experience of working with those who commit harm	D
	Experience of working with Quality System Frameworks.	D
	Experience of safeguarding children and vulnerable adults.	E
	Experience of running group work programmes.	D
<b>Knowledge</b>	Have a good understanding of domestic abuse, including the impact of domestic abuse on victims and their children	D
	Knowledge and understanding of the issues facing people who have experienced DA	D
	Understand relevant quality standards	D
	Knowledge and understanding of trauma and trauma symptoms	E
	Understand the principles of risk assessment, safety planning and risk management.	D
	Understanding safeguarding issues, and the legal responsibilities surround these issues.	E

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	Understand and be committed to equal opportunities and diversity issues in policy and practice.	E
	Have theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of domestic abuse and their children.	D
<b>Skills and abilities</b>	Ability to plan own workload, manage time effectively and deal with changing and competing demands	E
	Ability to think creatively and show initiative	E
	Ability to communicate with distressed people empathically	E
	Ability to establish and maintain appropriate boundaries when working with people who may be experiencing personal crisis	E
	Ability to establish and maintain professional working relationships with both clients and other professionals	E
	Ability to communicate effectively with a range of professionals	E
	Excellent verbal and written communication skills, including report writing and presentation	E
	Ability to maintain effective administrative and monitoring systems	E
	Ability to work under pressure and also to be aware of own needs and take responsibility for self-care.	E
		Ability to work in both a one to one setting and in a group setting
<b>Attitude and presentation</b>	Reliable and trustworthy	E
	Efficient and punctual	E
	Non-judgemental	E
	Willingness to critically assess own performance and reflect on own practice	E
	Understanding of and commitment to equal opportunities	E
	Strong team player – and ability to work both on your own and with others	E