

JOB DESCRIPTION

Job Title:	Behaviour Change Support Worker
Responsible to:	DVPP Manager
Responsible for:	No staff

Hours:	30 – 37 hours
Holiday Entitlement:	28 days plus bank holidays (pro rata)
Salary:	£23,088 - £26,146 per annum (pro rata)
Pension:	Group personal pension plan, with employer contribution of up to 4%

Vetting Requirements:	Enhanced DBS
Essential Requirements	Access to a vehicle with Business Class Insurance
General Description:	<p>This new role will be to support the perpetrator intervention across Wiltshire.</p> <p>You will be primarily based in Wiltshire supporting the Domestic Abuse Serial Perpetrator (DASP) project, providing bespoke specialist support to perpetrators of domestic abuse. The post holder will work as part of the IOM team within a dynamic, fast paced, crisis intervention, advocacy and support service to ensure that clients who show abusive behaviour are supported through every stage of the process of change. Evening appointments are necessary for this post in Salisbury and Chippenham.</p> <p>In addition, you will support the delivery of the CPR (Choosing Positive Relationships) Domestic Violence Perpetrator Programme (DVPP), which is an intensive behaviour change programme, designed to increase knowledge and understanding around domestic abuse, the impact on children and healthy relationships. The course teaches tools and strategies to help someone change their behaviour. The CPR group will require weekly evening work in Wiltshire.</p> <p>The post-holder will be expected to work to Respect standards.</p> <p>Full training will be available for this role.</p>

Client Based Duties

- Identify and assess the risks and needs of individuals who are abusive in a relationship or other domestic setting, using an evidence-based risk identification checklist.
- Develop personalised risk assessments and safety plans for each service user.
- Advocate for individuals who wish to address their abusive behaviour and show motivation for change with agencies who can help to address the domestic abuse by:
 - Understanding the role of all relevant statutory and non-statutory services available to those who are abusive and how your role fits into them.
 - Providing advocacy, emotional and practical support and information to individuals, including in relation to drug and alcohol, housing, health and finance.
 - Working directly with all key agency partners to address the impact of the abusive behaviour on the safety of high risk victims and ensuring that their safety plans are coordinated.
- Support the client to recognise the abusive behaviour and the effect that it has on their families and assist them in recognising the features and dynamics of domestic abuse present in their situation and help them change unhealthy patterns of behaviour.
- Understand multi-agency partnership structures and work within a multi-agency setting which may include participation at the MAPPA/MARAC. You will contribute interventions and help design a plan to protect victims and any children, while maintaining an independent role on behalf of your client, keeping the victim and any children's safety as central to any response.
- Ensure support provided is accessible to clients in terms of location and times.
- Be proactive with your line manager in carrying out regular case reviews based on a review of risk and abuse which:
 - Feeds back into action planning to further progress, signpost or close cases and;
 - Provides feedback to your clients/agencies.
- Help maintain accurate and confidential case management records and databases and contribute to monitoring information for the service.
- Respect and value the diversity of the community in which the services works in, and recognise the needs and concerns of a diverse range of survivors ensuring the service is accessible to all.
- Remain up-to-date and compliant with all organisational procedures policies and professional codes of conduct and uphold standards of best practice.
- Utilise evaluation and monitoring systems to ensure high standards of service are consistently achieved e.g. Orchards Database.
- Deliver high-quality group work, working in co-operation with your co-facilitator and following a clear manual.
- Have an appropriate attention to data, providing feedback to CPR, your line manager, FearFree and commissioners.
- Work at all times to Respect standards.
- Work closely with other FearFree staff to ensure appropriate support and attention is given to the victim's needs and those of any children involved.
- Respond proactively to safeguarding concerns, working in partnership with Children's and Adult's Social Care.

Working with other agencies

- Work alongside other project partners to ensure that all elements of the project are incorporated into working practices.
- Work in a multi-agency framework to support perpetrators to change their behaviour and help victims and families access relevant support.

- Participate and prepare reports.
- Prepare reports for FearFree management as requested.
- Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work.
- Support colleagues and partner agencies, through awareness raising and institutional advocacy, in order to provide the best possible service for those who are abusive within a family setting.

General

- Work at all times in accordance with the requirements of the Lone Working Policy and Procedure.
- Attend and contribute to team meetings.
- Update written and computerised records with accurate and clear information.
- Contribute to effective team working with a flexible and pro-active approach, including cover for other team members' holidays and sickness.
- Undertake agreed training and keep updated on changes in legislation, policy and best practice.
- Engage in supervision, annual appraisal and induction training.

Responsibilities

- The post holder will deal with highly confidential information relating to vulnerable people.
- Ensure security of data, especially sensitive personal data, in line with the information security policy.
- Work within FearFree's Policies and Procedures at all times.
- Responsible for security of client information and mobile phone while out of office.
- Employees have responsibilities in respect of health and safety. In particular they will:
 - Co-operate at all times with management in the implementation of and adherence to health and safety policy and procedures;
 - Take reasonable care for their own safety and for the safety of others who may foreseeably be affected by their actions at work;
 - Not intentionally or recklessly interfere with or misuse anything provided for the purpose of health and safety at work;
 - Report all health and safety concerns to line managers;
 - Assist with the completion of the risk assessment programme.
- Any other duties that may be reasonably required.

It is essential that the post holder is able to respond flexibly to changes in the requirements of this post. This role outline is therefore a guide and not an exhaustive list of all responsibilities the post holder may have over time.