

## JOB DESCRIPTION

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| <b>Job Title:</b>       | <b>DAPP Affected Others Worker</b>                  |
| <b>Responsible to:</b>  | <b>Domestic Abuse Perpetrator Programme Manager</b> |
| <b>Responsible for:</b> | N/A   |

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| <b>Hours:</b>               | 37 hours per week   |
| <b>Holiday Entitlement:</b> | 28 days plus bank holidays  |
| <b>Salary:</b>              | £23,088-£26,164   |
| <b>Pension:</b>             | Group personal pension plan, with employer contribution of up to 4% |

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| <b>General Description:</b> | <p>FearFree delivers services across the Southwest 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.</p> <p>This role will work with the partners and/ or ex-partners and other affected people (parents/siblings/children and young people) of any participants accessing support through our Domestic Abuse Perpetrator Programme (DAPP). The overall aim of this role is to ensure their safety is not compromised by the intervention.</p> <p>This role will involve providing emotional and practical support to affected others following a personal needs led assessment as well as corroborating information to assure safety, in addition there will be the opportunity to deliver psychoeducation sessions designed to increase the understanding of the impact of trauma on the brain, domestic abuse, healthy relationships and the impact on parenting.</p> <p>The successful candidate will work closely with the DAPP Manager, Partner Safety worker and Behaviour Change Advisors to deliver a holistic approach to addressing domestic abuse.</p> <p>The role will also include working with other agencies to ensure that a coordinated community response approach is taken to support the persons</p> |
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|  | <p>recovery and personal goals and attendance at multi agency meetings as required.</p> <p>This role is based in our Gloucester site and the successful candidate will be willing to travel across the Gloucester County to attend events, meetings and appointments.</p> <p>The successful candidate will have the opportunity to make a meaningful impact on the lives of those affected by domestic abuse.</p> |
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### Main duties and responsibilities

- Complete specialist risk assessments (including DASH) and develop personalised safety and support plans for victims of domestic abuse, in collaboration with clients.
- Ensure high risk victims are referred to MARAC as required.
- Ensure safeguarding concerns are reported and escalated.
- Undertake proactive contact with clients, providing emotional and practical support.
- Ensure people are referred to other support agencies to meet their needs and aid recovery
- Provide information about the nature, possible impact, and limitations of the programme.
- Participate in case management process.
- Communicate effectively with other professionals to manage risk.
- Participate in all required training and supervision activities.
- Plan, debrief and undertake the necessary follow-up work in relation to client contact.
- Develop joint working arrangements with other organisations providing support to those at risk from domestic abuse and follow referral pathways to those organisations.
- Make priority contact with people as the need arises, including when there are concerns about an increase in risk.
- Assist with monitoring policies and procedures and producing reports.
- Attend team meetings and training as required
- Communicate with other staff related to activities and work undertaken.
- Carry out other tasks appropriate to the post, which may be identified as the service develops and as agreed with your line manager.

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**Health & Safety**

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

**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

**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’ Equality, Diversity and Inclusion policy.

**PERSON SPECIFICATION**

| Requirements | Essential (E) / Desirable (D) |
|--------------|-------------------------------|
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REGISTERED CHARITY: 1064764 · LIMITED COMPANY REGISTRATION: 03360057

|                                     |   |   |
|-------------------------------------|---|---|
| <b>Education and qualifications</b> | Good standard of general education  | E |
|                                     | Higher level education or similar/ relevant professional qualifications   | D |
| <b>Experience</b>                   | Experience of conducting needs and risk assessments   | D |
|                                     | Experience of providing needs-led support to clients with a variety of support needs                                      | E |
|                                     | Experience of building and maintaining partnerships with other agencies   | E |
|                                     | Experience of delivering groups   | D |
|                                     | Experience of working with victims/ survivors   | D |
|                                     | Experience of working with children   | D |
| <b>Knowledge</b>                    | Knowledge and understanding of DA   | D |
|                                     | Knowledge and understanding of the issues facing people who have experienced DA   | D |
|                                     | An understanding of the needs of people from diverse backgrounds affected by DA   | D |
|                                     | Knowledge and understanding of trauma   | D |
| <b>Skills and abilities</b>         | Ability to work in a self-directed manner where required  | E |
|                                     | Ability to work under pressure  | E |
|                                     | 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 |
|                                     | Ability to instill confidence in other 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 support people with a non-directive approach   | E |

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| <b>Attitude and presentation</b> | Reliable and trustworthy   | E |
|                                  | Efficient and punctual   | E |
|                                  | Non-judgmental   | E |
|                                  | Willingness to critically assess own performance and reflect on own practice                                 | E |
|                                  | Understanding of and commitment to equal opportunities   | E |
|                                  | Willingness and ability to travel across Gloucestershire and occasionally the South West for FearFree events | E |

Applicants will be assessed against the person specification via application form, interview and, in some cases, a presentation.

As explained in the guidance notes, the application form asks you to set out how you meet the qualities/skills outlined in the Person Specification AND IS THE MOST IMPORTANT PART OF YOUR APPLICATION.

This is your chance to explain why you are suitable for the job. You should try to show how you meet the criteria set out in this person specification. Applicants who are able to provide examples of how they meet the criteria are more likely to be offered an interview. Consider all the relevant experience you have gained and make sure that you tell us about it.

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