

**FOUNDATION/DOMESTIC ABUSE
PREVENTION PRACTITIONER
ISLE OF WIGHT**



VACANCY

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Welcome from our Chief Executive Officer



Dear Applicant,

Thank you for your interest in the role of Foundation/Domestic Abuse Prevention Practitioner at Hampton Trust for Isle of Wight. 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 for our ADAPT and Foundation Programmes.

Good luck with your application.

Kind regards,

A handwritten signature in purple ink that reads "Chantal". The signature is fluid and cursive.

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

Following a successful pilot (funded by the Home Office) in 2021 and 2022, Hampton Trust in collaboration with Hampshire and IOW Constabulary (HIOWC) were pleased to receive further funding from the Police Crime Commissioners to jointly continue the development of Foundation across Hampshire, Southampton, and Isle of Wight.

Foundation Domestic Abuse Prevention Practitioners (FDAPP) aim to support Police Priority Crime Teams to manage competing priorities and target finite resources to the individuals who pose the greatest risk of harm – serial and repeat domestic abuse perpetrators in a family setting. In recognition that management and disruption of perpetrators requires a multi-agency approach, HIOWC Constabulary (HIOWC) committed to work in partnership with Hampton Trust (commissioned DA perpetrator service), Local Authorities (LA) and the OPCC to provide a timely and streamlined process for earlier identification, referral, and engagement/disruption of repeat and serial perpetrators in a family setting.

Alongside Foundation, Hampton Trust delivers our flagship service ADAPT (Accredited Domestic Abuse Prevention Training) jointly commissioned by the Police and Crime Commissioner and Isle of Wight Council. The ADAPT programme is aimed at individuals who are using harmful behaviours within their intimate relationships.

Referrals are made by several organisations including social services, health providers, police, voluntary agencies and self-referrals. Following an in-depth assessment and based on individual risk and need, clients with multiple and complex needs will receive individual support whilst those suitable for group work are referred to the behaviour change programme.

Our FDAPP will play a key role in the development and delivery of a range of established and innovative interventions. They will work directly with perpetrators of domestic abuse, including suitability and risk assessments, delivery of interventions, facilitation of group programmes, risk identification, information sharing and preparation of reports for courts and other agencies. An integrated victim safety advisor service supports current and former partners of those engaging in both the ADAPT programme, and Foundation.

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

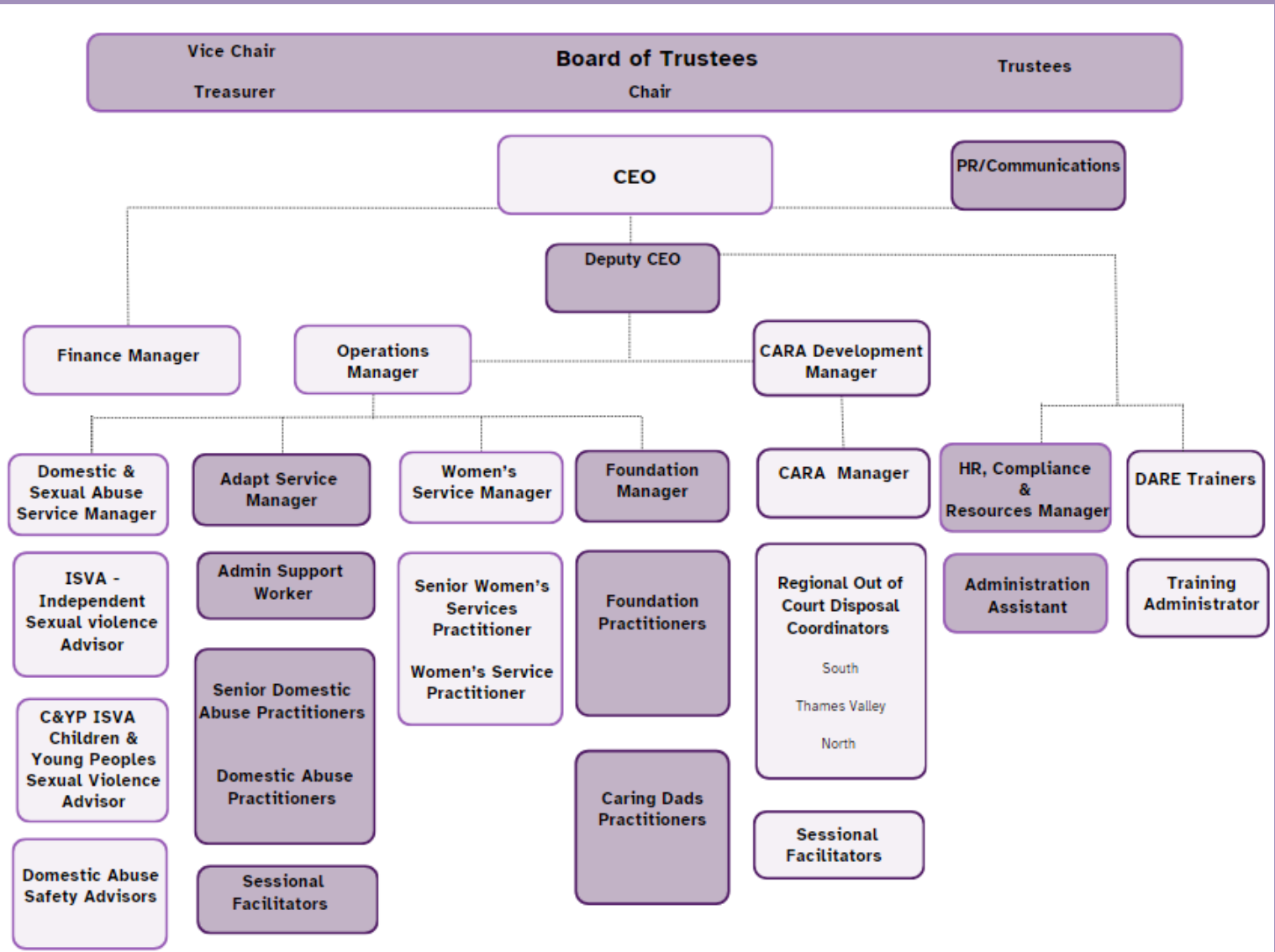
- **Inclusion and Diversity**

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



JOB DESCRIPTION

Job title:	Foundation/Domestic Abuse Prevention Practitioner
Working hours:	37.5 Hours per week (including evening work)
Salary:	Band 5 - £28,080 - £31,999per annum (All new recruits enter at the lower end of the salary band)
Base:	Newport, Isle of Wight
Contract	Permanent

Job Purpose:

1. Project Foundation: Practitioners work closely with police to provide a timely and streamlined process for earlier identification, referral, and engagement/disruption of high harm perpetrators of domestic abuse. Foundation Practitioners are co-located into Priority Crime Teams across the county to assist with the identification, screening, and engagement of individuals using harmful behaviour in their relationships. For those who do not respond to risk management plans and interventions, Foundation Practitioners support the police in the deployment of monitoring, tracking and disruption tactics.

2. Domestic Abuse Prevention: to undertake treatment and risk assessments of individuals referred to Hampton Trust's (HT) Accredited Domestic Abuse Prevention Training (ADAPT) interventions. This will include an active role in case and risk management of families living with domestic abuse. The practitioner will be required to deliver a range of community interventions including one to one support and group work and share techniques of positive engagement with individuals using harmful behaviours with front line workers from multi-agencies. Although this position is office based, the practitioner will be meeting clients face to face in sites across the Isle of Wight (IOW).

Duties and Key Responsibilities

- Key Tasks
- Receive referrals for Serial/Repeat domestic abuse perpetrators of concern from Priority Crime Teams.
- Use Hampshire & Isle of Wight Constabulary's (HIOWC) Risk Management Systems (RMS) to review offender intelligence.
- Use the RMS data to complete the Priority Perpetrator Identification Toolkit (PPIT) assessment designed to identify Project Foundation individuals.
- Use the PPIT to guide risk decisions, engagement, and management of Foundation nominals.
- Undertake joint police visits.
- Complete in person assessment to establish risk levels, engagement and identify the appropriate management pathway.

Key Tasks Continued

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- Support creation of risk management plans (RMP).
- Utilise prescribed risk assessment tools to assess changes in dynamic risk factors.
- Support Priority Crime Teams to identify and deploy disruption tactics.
- Provide individual support, addressing multiple/complex needs.
- Use motivational interviewing principles to refer perpetrators to other specialist services for support.
- Assess suitability for, and motivation to engage in, behavioural change and allocate to the appropriate intervention(s).
- To prepare individuals to engage in interventions using motivational interviewing & psycho-educational techniques.
- 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, and relevant agencies
- To facilitate interventions whilst adhering to the required service standards for each intervention & maintaining integrity.
- To co-facilitate group programmes on weekday evenings, one group per week.
- To facilitate educational workshops for multi-agencies/professionals as and when required.
- To identify risk & share information relating to risk with the Senior Coordinator, partner (ex) support workers, facilitators, and other relevant agencies.
- To prepare accurate/professional reports on individuals assessed for intervention and those undertaking/completing interventions.
- To work flexibly to deliver a minimum of one group session per week in the evening, occasional weekend work may be required.
- Maintain accurate records on the Police RMS and Hampton Trust case management system.
- Effectively triage the information received, assessing, and grading this in accordance with these established thresholds and other relevant procedures.
- Where appropriate and for the highest risk of harm perpetrators complete a Category Three MAPPA or Potentially Dangerous Person (PDP) referral.
- Establish and maintain links with key agency partners, across both the statutory and voluntary sector.
- Where appropriate engage in joint care plans, feeding back to partner agencies.
- Represent the organisation at multi-agency meetings as appropriate.
- Deliver training and briefings to police teams or other professionals as required.
- Ensure the service is delivered in accordance with Hampton Trust policies and procedures.
- To represent the Hampton Trust in co-located sites, sharing best practice & expert knowledge of domestic abuse with other professionals
- To assist in data collection and evaluation of services.
- To undertake 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 presentations to various forums
- Assist in the promotion and enhancement of the Hampton Trust's work through networking and delivering presentations

3. Identify and promote needs

- To undertake training to maintain up to date knowledge of current developments in domestic abuse & enable continuing professional development
- To maintain an understanding of current practice and issues in domestic abuse both locally and nationally
- To remain up to date with the Home Office guidance of good practice

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 support offered to service users
- 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

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
- Essential - Experience in working with vulnerable adults
- Essential - Experience in multi-agency working
- Essential - Experience in working within adult and child safeguarding
- Desirable - Experience in using motivational interviewing techniques
- Desirable - Experience of using trauma-informed principles
- Desirable - Understanding of MARAC/MATAC processes

Skills and Abilities

- Essential - Ability and willingness to work independently and as part of a team
- Essential - Good relationship management regarding multi-agency work that incorporates sensitivity, responsiveness, and attention to the promotion of congruent and effective partnership working
- Essential - IT skills, including use of Microsoft Office
- Essential - Have excellent interpersonal skills
- Desirable - Have excellent conflict and crisis management skills and the ability to deal with stressful and difficult situations

Knowledge

- Essential – Have an excellent understanding of domestic abuse, including the impact on victims and their children, and the legal and practical remedies available
- Essential - Have a good knowledge of effective ways of working/engaging with perpetrators of domestic abuse
- Essential An understanding of the Home Office Standards for Perpetrator Interventions (February 2023)
- Desirable - Have a thorough understanding of services working with victims/survivors of domestic abuse including risk assessment, risk management and comprehensive safety planning
- Have theoretical and procedural knowledge of other services involved in the response to domestic abuse.
- Understand multi-agency partnerships in relation to domestic abuse
- An understanding of public protection arrangements, the provision of policing, child protection, health and social care, housing support and of multi-agency/partnership working

Attitude

- Essential - Commitment to anti-discriminatory practice
- Essential - Able to critically assess own performance and reflect on own practice
- Essential - Reliable and trustworthy
- Essential - Efficient and punctual
- Essential - Consistent and flexible – able to deal with changing and competing demands
- Essential - Ability to think creatively and show initiative

Education/Training/Qualifications

- Essential –Good standard of educational training
- Desirable - Relevant degree or professional qualification- e.g. degree in social science, Diploma in Social Work or similar training

Other

- Essential: Flexible working
- 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



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.

Please note applications submitted without a cover letter will not be considered





HAMPTON TRUST

INNOVATION TO REBUILD LIVES

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