



Job Description

Job Title: Independent Domestic Violence Advocate (Adult Social Care)

Reporting to: Service Manager

Service: Bexley SASS

Salary Band: 2.1

Location: Bexley/Hybrid

Hours: 37.5 hours per week

This job description may change to reflect changing requirements of the role

About the service

Solace Women's Aid is an innovative, exciting, grassroots charity working across London. Our purpose is to end the harm done through domestic and sexual violence to all survivors, and in particular women and children. Our work is holistic and empowering, working alongside survivors to achieve independent lives free from abuse.

You will be joining a team of committed and inspiring individuals whose dedication has saved the lives of thousands of women, men, and children in the capital. We are looking for friendly and diligent individuals to join our services and help us make a difference.

The Role

Independent Domestic Violence Advocates (IDVAs) provide a proactive, specialist service to survivors of domestic abuse who are assessed as being at high risk of imminent harm.

As an Adult Social Care IDVA, you will support survivors who currently have, or have previously had, involvement with Adult Social Care, including those who may face additional barriers to accessing support. You will carry out risk and needs assessments, develop safety and support plans, and provide advocacy on behalf of survivors with external agencies. You will also consider the needs of children and signpost families to appropriate services where required.



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In this role, you will work in co-location with Adult Social Care, supporting the frontline Triage Team by offering advice and guidance to service users and Adult Social Care staff where domestic abuse is disclosed. You will also deliver training to staff to increase their knowledge and awareness of domestic abuse and its impact.

You will manage a caseload of approximately 30 clients for up to three months, providing crisis intervention, risk assessment, safety planning, needs assessment, and tailored support planning. You will also support survivors to engage with other relevant services for additional assistance.

As part of a multi-disciplinary team, you will work collaboratively with a range of external agencies, including the Police, Children's Social Care, and MARAC, to ensure coordinated and effective support for survivors.

Accountabilities

- To hold a caseload of 30 cases, with a requirement of more should the service need
- Work proactively with professionals, offering advice and guidance on individual cases and pathways for survivors.
- Provide risk assessment, safety planning and support to survivors of domestic and sexual abuse.
- Deliver IDVA/Casework ensuring that contractual requirements are met, defined service standards are maintained, and compliance with policies and procedures.
- Keep and maintain accurate and confidential records of all work undertaken.
- Ensure compliance with all legal and contractual reporting requirements in relation to service delivery
- Ensure effective implementation of Solace's Equality and Diversity policies and awareness and integration of an equalities and human rights agenda in all your work
- Safeguarding knowledge is a must, including the purpose of safeguarding and how to safeguard adults and children.

Values, Behaviours and Competencies

- **Committed** to the purpose of Solace Women's Aid, ensuring that the service user is at the heart of service delivery and development
- **Feminist** in understanding 'Violence against Women and Girls'
- Committed to fostering **innovation** and **continuous improvement** in working practice
- **Flexible** and open to new challenges, ideas and experiences, and able to be self-reflective.
- Committed to understanding **diversity** and ensuring **anti-discriminatory** practice is applied in all forms of our work
- **Non-judgemental** with a commitment to self-care within the team
- **Collaborative**, building relationships with internal and external partners.



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Knowledge, Experience and Skills

- Demonstrable experience of working with women and children affected by domestic and sexual abuse.
- A sound understanding of the practical, emotional, social and economic issues facing women and children affected by domestic violence
- An understanding of MARAC and its purpose including protocols.
- A solid understanding of the barriers facing service users with physical and mental health needs
- Experience of risk assessment and management and safety planning
- Experience of building strong partnerships within a multi-agency framework
- Knowledge of, and the ability to, confidently advise on the range of options available to survivors of domestic abuse including safe housing, criminal justice and civil remedies
- Essential sound knowledge of safeguarding for adults and children
- Ability to manage own caseload, working under pressure and prioritising workload
- Ability to collate data and write comprehensive reports for commissioners
- Excellent written and verbal communication skills
- Strong crisis management skills and the ability to deal with challenging situations

Qualifications

CAADA /Safe Lives/Women's Aid IDVA or DAPA qualification is desirable

Team Structure



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