Relationships
Coventry and Warwickshire

JOB DESCRIPTION

Post: Make A Change Programme Facilitator

Hours of Work: 37 hours per week FTE (some evening work may be required)

Salary: £32,000 full-time

Reporting to:	Service Manager
Role:	To work as a practitioner on our Make A Change Programme. To deliver behaviour change interventions to men who are using harmful behaviours in their relationship. To offer 1:1 interventions to females who are using harmful behaviours in their relationship and to prioritise keeping victims and their children safe.
Dimensions of the role:	As part of the Domestic Abuse Service Team you will work to deliver the **Make A Change Make A Change Programme** and help to support promotion and development of these services across Coventry. The role will include some evening work as we deliver both a daytime and evening programme. There may also be some flexibility in working hours to meet service needs, manage risk or safety concerns or cover leave. Delivery is mainly in person, but some may also be online, as required.
Key Tasks and Responsibilities:	○ Show commitment to keeping victims and children safe whilst offering the support and opportunity to men who have been abusive within their intimate relationships to address their behaviours. ○ Work with men and women within same sex relationships who have been abusive within their intimate relationships to address behaviours. ○ Work alongside co-workers to lead a structured rolling domestic abuse behaviour change group programme. ○ Conduct risk assessments with potential participants to assess their suitability for the programme based on specific aims and criteria. ○ Deliver shorter term structured motivational and educational pre-group work to individuals to encourage and support them onto the behaviour change programme.

	○ To manage a caseload and challenge any emotive or volatile situations arising from within the group or during 1:1 sessions. ○ Support the delivery of external training around engaging with behaviour change programmes. ○ Support the promotion of the service to the public and professionals. ○ Attend case management and risk management meetings and present up to date and relevant information in order to assess participants suitability and any risk. ○ Work in partnership with the Integrated Support Service caseworkers, ensuring important timely feedback is given, and all necessary actions are taken to keep the victim/survivor and their children safe. ○ Arrange and deliver sessions with the support of interpreters when required. ○ Keep accurate up to date records saved securely in line with your contract and accreditation standards. ○ Update relevant databases and other colleagues in the team. ○ Complete monitoring and evaluation tasks required to monitor client progress and support contract reporting. ○ Contribute to the external accreditation of the service by making sure standards are kept and take part in any activities to achieve re-accreditation. ○ Stay aware of current and developing legislation regarding Domestic Abuse issues. ○ Develop relationships with local stakeholders and show support in marketing the service and maintaining referrals and assessments. ○ Understand and work within all policies and procedures of Relationships Coventry & Warwickshire. ○ Support equality of opportunity and anti-discriminatory practice in all areas of your work. ○ Undertake training and other duties required to meet the objectives of the post.

PERSON SPECIFICATION

To do this job you will need to:

- Have a recognised qualification in counselling, psychology, health and social care, probation or equivalent or demonstrable experience within the field.
- Have experienced in delivering group work or training or equivalent.
- Have experience working with men on issues of violence and abuse towards women in a therapeutic, social work, health, education or probation setting.
- Some knowledge of CBT, experience of challenging cognitive distortions and awareness of patterns of behaviour in those that perpetrate domestic abuse.
- Possess an understanding of the need to offer an integrated service to both male who use abusive behaviours and to the women who have experienced domestic abuse.
- Have good time management skills and a proven ability to manage conflicting demands.
- Solution focussed and outcome driven, with an open and encouraging approach and with tact and diplomacy.
- Be able to lead by example and supervise and motivate others in a group setting in person.
- Flexible in your approach to working hours and willing to travel.
- Be IT proficient, able to use recording systems, Teams/Zoom
- Excellent communication skills and able to write clear concise reports.
- Demonstrate the ability to work positively within a team.
- Have experience working with confidential and complex information and adhering to GDPR requirements.

All posts are offered subject to our receipt of an appropriate Enhanced certificate from the Disclosure and Barring Service and satisfactory references.