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| Job title: | Male IDVA |
| Hours: | 37.5 per week. |
| Contract Length: | 1-year fixed term with possibility of an extension subject to funding |
| Accountable to: | CEO |
| Salary: | £28,275 Per Annum |
| Location | SGH Wolverhampton |
| <p>Overview:</p> <p>SGH is a gender specific charity operating in Wolverhampton. Our staff are passionate about what they do and deliver much needed services to support some of the most vulnerable men in society. We are committed to working in partnership to end domestic violence and abuse. To achieve this, we aim to relieve the distress and suffering experienced by men exposed to domestic violence and abuse. We also aim to educate the public regarding the causes and effects of domestic abuse along with prevention methods. We are looking for an IDVA (Independent Domestic Violence Advocate) to join our amazing small team to provide high-quality frontline service to male victims of domestic abuse. You will be sensitive to the gender dynamics of men, delivering a service to those identified at high risk, using initiative at point of referral, ensuring that support received is effective and timely.</p> <p>You will support male victims to live safely in their homes, and support with implementation of safety measures, including court orders, security to the home and look at move on accommodation where required.</p> <p>You will initiate, develop, maintain, and monitor multi-agency links through attending meetings such as MARAC and DA (Domestic Abuse) Forums to keep safety central to all services for men suffering/have suffered domestic abuse. You will specialise and be a leading practitioner for male victims of domestic abuse, providing advice, guidance, and single point of contact for male victims. Be willing to co-facilitate workshops across the service to ensure all clients are given the relevant advice in a timely manner.</p> <p>You will be confident in your DVPO, DAPO, occupational, restraining, and non-molestation order knowledge. Be competent in completing the following forms- DASH (Domestic abuse, stalking and 'honour' based abuse), UPOA (Understanding picture of abuse), RESPECT Toolkit, UPOAP (Understanding picture of a perpetrator) and ISSP (Individual safety support plans).</p> <p>Focus on and prioritise high risk cases and provide a pro-active, short to medium term crisis intervention service, through individual safety planning, advocacy, emotional and practical support. Work with male victims of domestic abuse to assist them in accessing services to keep them and their children safe.</p> <p>Understand the legal framework relating to the protection of children and vulnerable adults, including the policy and procedures of the Local Safeguarding Children's Board. Providing advocacy, emotional and practical support and information to victims including exploration of legal and civil options, housing, health, and finance.</p> <p>Support clients through the family and/or criminal justice system ensuring that male victims get the best support through this very difficult time in their lives.</p> | |

Maintain accurate and confidential case management records and contribute to monitoring information for the service including producing statistics, as required.

Comply with data protection legislation, confidentiality and information sharing policy and procedures, as well as all legislation connected to your work. Remain up-to-date and comply with organisational procedures, policies, and professional codes of conduct - uphold standards of best practice.

Application Process:

Please submit your CV alongside a covering letter no more than one A4 page detailing exactly why you would like to join our team, to Fazia@st-georges-house.org.uk

Please note that we may close the application process early should we receive sufficient and suitable applications. Therefore, please submit your application as early as possible.

This post is subject to a Disclosure and Barring Service (DBS) Enhanced Disclosure and satisfactory references.

Equality and Diversity:

We value the power of diversity and embrace the different perspectives that each of us bring. We create an inclusive working environment where everyone is appreciated for being authentic and bringing their whole selves to work regardless of race, gender, age, religion, and identity.

GDPR:

When you apply to work with us, we will collect data about your identity. The lawful basis on which we process this data is 'legal obligation.' We must have this data to verify your eligibility to work in the UK. When applying you may provide additional data to support your application. The lawful basis on which we process this data is 'contract.' This means that we are processing data to determine if we can enter an employment contract with you. You may want us to know about your personal experiences around mental health. This kind of sensitive information is called 'special category' data, and if you want us to record this information, we will need your explicit permission as the lawful basis. Because our work involves contact with vulnerable adults, if your application is successful, we will apply for an Enhanced DBS check. This means we process data 'related to' criminal offences and applies even when the data is about the absence of criminal offences. The lawful basis for processing is 'safeguarding of children and of individuals at risk.' We will ask to see your DBS certificate and decide if it is satisfactory – the presence of criminal offence data is not an automatic bar. We do not make a copy of your DBS certificate or record any data from it, we record only the outcome.

Purpose of the role:

To support high risk male victims of domestic abuse across the Wolverhampton area. Provide a high quality and pro-active front-line service to address the safety of victims at high risk of harm from intimate partners, ex-partners, or family members to secure their safety. To work within a multi-agency framework consisting of the MARAC and local partnership responses to domestic abuse.

Key Accountabilities

- Identify and assess the risks and needs of domestic abuse victims using an evidence-based risk identification checklist.
- Focus on, prioritise high-risk cases, and provide a pro-active, short to medium term crisis intervention service through individual safety planning and personal support.
- Work with high-risk victims of domestic abuse to help them access services to keep them and their children safe.
- Advocate for high-risk victims with agencies who can help to address the domestic abuse by:
 - Understanding the role of all relevant statutory and non-statutory services available to domestic abuse victims and how your role fits into them.
 - Providing advocacy, emotional and practical support and information to victims including in relation to legal options, housing, health, and finance.
 - Working directly with all key agency partners to address the safety of high-risk victims and ensuring that their safety plans are coordinated particularly through the MARAC.
- Manage a case load ensuring each client receives the appropriate service individual to their needs.
- Support the empowerment of the client and assist them in recognising the features and dynamics of domestic abuse present in their situation and help them regain control of their lives.
- Understand multi-agency partnership structures and work within a multi-agency setting which will include participation at the 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 their safety as central to any response.
- Be proactive with your line manager in carrying out periodic 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.
- 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, to provide the best possible service for victims of domestic abuse.
- Respect and value the diversity of the community in which the service 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.
- Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work.
- Ensure that any safeguarding matters are dealt with in accordance with Wolverhampton's safeguarding policies and procedures.

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| Job working circumstances: |
| <ul style="list-style-type: none"> • Work as part of a multi-disciplinary team. • Will be expected to work in a flexible manner across tasks and locations. • Will be expected to deal with sensitive/emotive issues, challenging behaviour, and difficult situations. • Maybe required to work in an unpredictable work environment – may involve visiting people in their homes. • Will be involved in isolated working outside core hours. • Will be expected to have considerable PC use. |
| Organisational |
| <ul style="list-style-type: none"> • Participate in relevant training and opportunities to increase and develop knowledge. • Promote public awareness of the work of domestic abuse issues and support services. • Ensure that all work is conducted to the highest professional standards. • Follow SGH Equal Opportunity Policy and Diversity Strategy and observe the standard of conduct which prevents discrimination taking place. • Lead, attend and participate in team meetings. • Prepare for and participate in supervision, appraisals, and team reviews. |
| Health and Safety |
| <ul style="list-style-type: none"> • To abide by the guidance and legislation as set out in the SGH Employee Safety handbook. • To ensure that appropriate recording systems, safeguards and reporting mechanisms are maintained and reviewed as per organisational health and safety policy and best practice. • To ensure that relevant health and safety legislative requirements are met. |
| Other Duties and Responsibilities |
| <ul style="list-style-type: none"> • Keep up to date with relevant legislation, local strategies, policies, and procedures. • Assist with organising and take part in promotional, educational, and funding activities as required. • Ensure that all activities are within SGH budgets. • Work flexibly to provide the service which may include weekend and evening work. • Work flexibly to cover for other posts as required/appropriate. • Work within SGH Codes of Practice. • Maintain confidentiality in relation to service users, staff, and projects. • To undertake any other duty reasonably requested by their Manager/Management. |
| <p><i>This job description is indicative of the range of current duties and responsibilities of the post, it is not comprehensive. It is inevitable that the duties will change as the role develops, and it is essential, therefore, that it should be regarded with a degree of flexibility, so that changing needs and circumstances can be met, all changes will be discussed fully.</i></p> |

| Person Specification |
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| Essential: |
| <p>You will be able to demonstrate the following key knowledge, skills, behaviours, and experience:</p> <ul style="list-style-type: none"> • Hold a Safe Lives IDVA accredited training certificate or be willing to study to obtain one. • Demonstrable experience of working with and supporting individuals and families who have experienced domestic abuse. • Have computer literacy skills and experience of working with databases. • Experience of reporting on project outcomes, milestones and within specified frameworks. • Evidence of effective multi-disciplinary and agency partnership liaison. • Excellent communication, negotiation, and advisory skills, both written and verbal when interacting with a range of agencies and individuals. • Have strong crisis management skills and the ability to deal with stressful and difficult situations. • Have theoretical, practical, and procedural knowledge of civil and criminal justice remedies for victims of domestic abuse and their children. • Well-developed organisational and administrative skills. • Understanding of domestic abuse and its effects on children and young people and families. • Proven ability to work effectively and appropriately with confidential issues. • Ability to meet deadlines and the ability to prioritise workload whilst under pressure. • An understanding of equal opportunities and its practical application. • A proven ability to work as a member of a team. • A flexible approach to working hours. • Experience of needs assessment, risk assessment and risk management. • Knowledge of relevant legislation concerning adults, children, and young people. • The ability to travel efficiently within and between the project areas of Wolverhampton and the West Midlands region as workload determines. |
| Desirable |
| <ul style="list-style-type: none"> • Degree or equivalent in a relevant field, i.e. social care or health and/or Management qualification. • Project management qualification. • Qualification or training in domestic abuse. • Preventing and Tackling Domestic and Sexual Abuse/Violence qualification. • Knowledge of relevant legislation within the field of domestic abuse. • Experience of advocating for vulnerable people. • Experience of working within the Voluntary /Third sector. • A willingness to undertake and successfully complete further qualifications as deemed necessary. • Knowledge of Safeguarding criteria and referral process. |