

JOB DESCRIPTION

Job Title:	Domestic Abuse Support Worker (Safe in Salford)
Reporting to:	Domestic Abuse Service Manager
Location:	Foundation House
Hours:	Full-time (35 hours per week) £22,500 to £25,000 per annum, contributory pension 6% and 31 days annual leave which includes bank holidays
Contract:	Until 31 st May 2025 in the first instance with anticipated continuation funding

The service will be offered in women only spaces and women only need apply (Paragraph 1, Schedule 9 Equality Act 2010) The successful candidate will be required to undertake an enhanced DBS check.

Introduction

A new partnership of charities has been selected to provide Domestic Abuse services in Salford. Salford Foundation, Pankhurst Trust, Talk, Listen Change and Trafford Domestic Abuse Service have come together to create The Safe in Salford service. The model has a “one front door” approach and aims to improve outcomes for those impacted and affected by domestic abuse.

Our vision is for all women in Salford to live happier and safer lives free from domestic abuse and violence.

We are looking to recruit **an experienced and highly motivated** Support Worker to support the delivery of Safe in Salford Domestic Abuse Step Down Service. The service will provide information, education, awareness as part of early help and prevention for victims/survivors to reduce service demand and provide step-down from IDVA & IRIS services.

The service will also provide longer term emotional and practical care and support for 6-12 months and will include community outreach, weekly surgeries, drop-in advice, information and 1:1 support including referral on to specialist agencies.

Additionally, support workers will provide targeted group work covering issues such as post separation contact, understanding the types and stages of abuse, Honour-based violence, FGM, BAME, parents, LBTQ+ service users.

Peer Support is an essential element of the delivery and victims/survivors with lived experience will be trained and developed to support service delivery.

Key Tasks and Responsibilities

- To increase knowledge and awareness of domestic abuse and referral pathways for support within the local community
- To deliver group workshops and community awareness sessions
- To provide asset-based 1:1 keyworker support to women and men experiencing Domestic Abuse, enabling them to overcome personal and practical barriers and empowering them to lead happier and safer lives.
- To engage in multi-agency approach to meet the needs of individuals and families ensuring that support is co-ordinated, consistent and coherent
- To conduct assessments of women's needs and to track their progress towards the achievement of agreed outcome measures.
- To manage a transparent and accessible referral system with key agencies
- To recruit and engage individuals from the community
- Directly facilitating group sessions
- Proactively liaising and collaborating with other members of the Foundation's staff team who can also provide direct support to the project's participants (e.g., Fuel Poverty Advisor, Money Management Team)
- Refer on to specialist support where needed
- To establish systems for feedback from service users and partners
- To prepare information for reports
- To assist on the support line when necessary
- To implement and comply with all the Foundation's policies, including the Safeguarding Policy and procedures and ground rules for implementing appropriate behaviour with children, young people, and adults
- Any other requirements as directed by SF Senior Management Team

Person Specification

Knowledge

- Understanding of the needs and challenges facing individuals with personal experience of Domestic Abuse
- Knowledge of local community resources
- Knowledge of support services available for adults and families
- A good understanding of child protection procedures and the family court arena, particularly as it relates to this client group
- A good understanding of vulnerable adults, health and safety and anti-discriminatory practice
- Knowledge of legislation relevant to the client group
- Understanding of gender-specific issues and needs
- Relevant qualifications relating to this field (including but not limited to domestic abuse awareness, safeguarding, risk management) are desirable

Experience

- Experience of working with individuals who have experienced domestic abuse and those who have multiple and complex needs
- Experience of providing targeted group work to victims/survivors of honour-based violence, FGM, BAME, parents, LGBTQ+ service users
- Experience of delivering holistic interventions
- Experience of providing advocacy
- Experience of delivering asset-based 1:1 key-working
- Experience of delivering group-work sessions and programmes
- Experience of multi-agency partnership working
- Experience of maintaining a high standard of recording and monitoring
- Experience of completing risk assessments, safety and support plans
- Experience of holding a case load of standard to medium risk domestic abuse survivors

Skills

- Excellent communication skills
- A high level of accuracy and attention to detail in your work
- A proven track record of working effectively with individuals experiencing Domestic Abuse in a trauma informed way
- Ability to plan and organise your own workload
- Ability to use common ICT packages, including Microsoft Office and Outlook
- Ability to work independently and as part of a team
- Ability to work to targets

Values and Attitudes

- An empathic approach which reflects Salford Foundation's Core Values
- Committed to personal, social, and vocational development of all participants
- Fully committed to valuing equality and diversity, challenging prejudice and discrimination and overcoming barriers to participation
- A 'can do' attitude; focused on solutions, not problems
- A commitment to your own personal and professional development

Special Conditions

- The successful candidates will be subject to an enhanced level DBS check
- Post holders must have a full current driving licence and have a car available to be used for business purposes
- The successful candidates may be expected to work occasional evening and weekends for which time will be given back in lieu
- The service will be offered in gender specific spaces and women only need apply (Paragraph 1, Schedule 9 Equality Act 2010)