

<b>Job Title:</b> Family Safeguarding Domestic Abuse Adult Practitioner	<b>Role Profile Number:</b> PCDN97
<b>Grade:</b> N	<b>Date Prepared:</b> January 2022
<b>Directorate/Group:</b> Children's Services	<b>Reporting to:</b> Family Safeguarding Team Manager
<b>Structure Chart attached:</b>	No

### Job Purpose

To provide high quality interventions to the most highly vulnerable families as part of the Family Safeguarding Team. This includes working with victims of domestic violence and those in crisis to support them to be able to live safely and free from violence.

The Family Safeguarding teams work with children and families to help and support them in achieving positive change. FSM Teams work with Children in Need, Children subject to Child Protection Plans, Children subject to care proceedings and Children who are Looked After under Section 20 on a short-term basis.

The FSM team uses a partnership approach to support parents, families and carers experiencing the challenges of domestic abuse, mental health and substance misuse. The purpose of the team is to tackle the impact of abuse and neglect from within the family on children's welfare and where appropriate, to promote the upbringing of children by their families.

The Family Safeguarding Team use a Motivational Interviewing model of practice in their work. This is designed to empower and engage parents to make the positive changes needed to achieve improved outcomes for their children and their own wellbeing. They use a range of Family Program Modules within the FSM Workbook to effect change.

Family Safeguarding Teams are co – located multidisciplinary teams consisting of social work professionals and adult practitioners. Their aim is to work collaboratively with the right families, at the right time, respecting families' rights, following guidance and law. They take a whole family approach to child protection to keep more children safely at home with their families.

FS teams usually consist of:

- Team Manager
- Social Workers
- Children Practitioners
- Domestic Abuse Practitioners
- Domestic Abuse Officers
- Recovery workers (Drug and Alcohol)

- Mental Health Practitioners and Psychologists
- Business Support Officers

### **Key Accountabilities**

- Working with parents whose children are suffering or likely to suffer significant impairment or significant harm (child in need/child in need of protection) you will adopt motivational interviewing, as the unified method of practice, to genuinely engage families in change, rather than monitoring their compliance
- You will contribute to and participate in group supervision, team meetings, core group meetings and case conferences to support decision making in relation to children's welfare and advise on treatment or care plans for parents of the children and share information with colleagues as necessary
- Responsible for delivering individual or group treatment programs/interventions as required
- Ensure timely and accurate record keeping across all cases in your remit across any relevant databases relevant to your role.
- Work with other professionals within the Family Safeguarding Team, to develop and deliver services to victims of domestic abuse in a timely manner
- Provide practical and emotional support to victims of domestic abuse and their children, working within appropriate professional guidelines and legislation.
- Contribute as part of a plan for a family, manage and evaluate change and the need for intervention to reduce abuse, coercive control and violence.
- Provide high quality support to those experiencing, or at risk of, domestic violence. This includes (but not limited to) working with victims to safely maintain their current accommodation, access alternative housing, welfare benefits, legal advice and support services where appropriate.
- Establish the needs of, individuals and families at risk of, or experiencing, domestic abuse and work with other team members to develop plans to address and manage these needs.
- Work closely with professionals in the Family Safeguarding Team, the police, probation service, mental health service MARACS and MAPPA to ensure that increases in risk of harm are escalated rapidly and a multi-agency plan is in place.
- Undertake home visits as required as part of assessment planning and intervention.
- Ensure confidentiality and security of such information, sharing with other professionals as appropriate.

### **Supplementary Accountabilities**

- Because of the nature of the work and in accordance with the demands of the service, the role holder may be required from time to time to work outside of normal office working hours and undertake office duties or need to deal with urgent cases or queries as appropriate
- Team working:
  - Contribute to the setting up of the Family Safeguarding Team and development of a new ethos and working practices aimed at improving outcomes for children.
  - Contribute to the planning, running and reviewing of the team's work programmes.
  - Contribute effectively to team case discussion meetings and group supervision, exchanging

information to support the work of the team and other agencies.

- Contribute to team and self-development and performance enhancement
- Manage cases jointly with other team professionals, calling on other statutory and non-statutory providers of relevant services where appropriate.
- To contribute to team care plans in respect of individual families at risk of, or experiencing domestic violence to ensure their safety and security.
- To work in partnership with other team members and agencies and to advocate for victims to ensure their needs are met, including liaison with housing providers and refuges, MARAC, Police, IDVA, SARC, Probation and MAPPA.

### **Knowledge & Experience**

*Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:*

- Knowledge and relevant experience of having worked directly with victims of domestic violence in a previous role within a health, education or social care setting.
- Good understanding of the impact of domestic violence and how best to support victims.
- Up to date knowledge of housing, criminal, civil and welfare rights legislation relating to domestic violence.
- Working effectively with adults, children or families with demonstrable outcomes.
- Representing organisations in formal settings with a range of stakeholders to advocate for service users
- Evidence of building positive and respectful working relationships with a range of stakeholders and service users.
- Working with service users either individually or in groups who may present with difficult and complex needs.
- Extensive experience of sensitively assessing and responding to the needs and risks of service users
- Evidence of the ability to provide, non-judgemental, non-directive and confidential support to service users allowing them to take control of their lives and set realistic objectives and goals.
- Evidence of having produced high quality written reports and plans and verbal communication skills.
- To manage self and take responsibility for own development, with evidence of continuous professional development and its impact a working environment.
- Demonstrable ability to analyse and solve problems creatively with positive outcomes.
- Effective IT skills and evidence of having used them to enhance the validity/ reliability and confidentiality of data.
- To gather, analyse and interpret information effectively which leads to appropriate decision making and outcomes.
- Commitment to equality and diversity and demonstrable understanding of how it impacts on the role and outcomes for under-represented groups.
- Ability to manages strong emotions and responds constructively to the source of problems.
- Demonstrates a clear understanding of appropriate professional boundaries.
- Demonstrates a commitment to safeguarding and can demonstrate an ability to contribute towards a safer working culture.

## **Qualifications**

- Ideally educated to a degree standard or equivalent or have equivalent relevant experience in their professional field
- 'Tackling and Preventing Domestic Abuse: Certificate' is preferred although training to undertake this qualification will be provided

## **Decision Making**

- Provide a dedicated intervention programme and this will form part of the families care plan
- The role holder will make professional recommendations in relation to the nature of the intervention/care planning process and the engagement of the family

## **Creativity and Innovation**

- Role holder will need to tailor their personal interactions with individuals and families and build trust in order to understand the needs and support the families in an individualised way.

<b><u>Job Scope</u></b>	<b>Budget Holder</b>	No
<b>Number and types of jobs managed</b> <ul style="list-style-type: none"><li>•</li><li>•</li></ul>	<b>Responsibility</b>	.
<b>Typical tasks supervised/allocated to others</b> <ul style="list-style-type: none"><li>• n/a</li><li>•</li><li>•</li></ul>	<b>Asset Responsibility:</b>	None

## **Contacts and Relationships**

*(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)*

- Close working relationships with other colleagues in the POD model (social workers all levels and other specialist Adult workers)
- Reports to Team Manager
- Working closely with other partner agencies e.g health visitors, schools, police
- Will liaise and work with families in the family homes working with the whole family

<b>Employee Signature:</b>	<b>Print Name:</b>
<b>Date:</b>	
<b>Line Managers Signature:</b>	<b>Print Name:</b>
<b>Date:</b>	