



**TRAFFORD DOMESTIC ABUSE SERVICES (TDAS)**



# Recruitment Pack



**Male Domestic Abuse Advisor**

# Welcome

**We are thrilled you are considering our organisation.**

Hello! I'm Sam, CEO of TDAS (Trafford Domestic Abuse Services), and I'm thrilled that you're considering joining our amazing team. Since 1990, our local charity has been a beacon of hope for those affected by domestic abuse in our community. We support over 2000 adults and children every year, offering a range of services including intervention and prevention programs, accommodation, group support, a support line, community outreach, and training and educational awareness.

Our mission is grounded in five core values that guide everything we do:

**Openness:** We believe in transparency and honesty in all our actions and communications. This value fosters a culture of trust and inclusivity, ensuring that every voice is heard and respected.

**Empowerment:** Our work is centred on empowering individuals to reclaim their lives and regain their sense of self-worth. We provide the tools, resources, and support necessary for personal growth and healing.

**Person-Centred:** We recognise that every person's experience with domestic abuse is unique. Our approach is tailored to meet the specific needs of each individual, ensuring compassionate and personalised care.

**Collaboration:** We know that our impact is greater when we work together. By partnering with other organisations, communities, and stakeholders, we create a stronger network of support and advocacy.

**Innovation:** We are committed to continually evolving and improving our services. By embracing new ideas and approaches, we strive to provide the most effective support for those we serve.

At TDAS, we also prioritise the well-being and support of our staff. We believe that a healthy, motivated team is essential to delivering the best possible outcomes for our service users. We offer a supportive work environment that encourages both personal and professional development and a healthy work-life balance, recognising that our staff's growth and satisfaction are integral to the success of our mission.

These values; openness, empowerment, person-centred care, collaboration, and innovation, are not just for our service users but also reflect the ethos of our team. If you feel that your values align with ours, this could be the perfect place for you.

**We look forward to receiving your application and hopefully welcoming you to our team.**



# About Us

**Trafford Domestic Abuse Services (TDAS)** is an independent specialist agency working in Trafford and Salford delivering services to adults and children who have experienced domestic abuse. TDAS is a specialist charity providing services to adults and children and young people experiencing or have experienced domestic abuse. We provide both prevention and intervention services and raise awareness of domestic abuse through training, workshops and public forums.

## **Vision:**

To eradicate all forms of domestic abuse, creating a society where it is not tolerated and families can live safely.

## **Our Mission Statement:**

'To enable people to break free from domestic abuse'.

This is achieved by meeting the following objectives:

1. The provision of safe and supportive spaces and temporary accommodation for women and children who have or who are experiencing domestic abuse.
2. The provision of community support services to those who have experienced domestic abuse
3. To advance the education of the public and those who work in partnership with the public, private, voluntary, community and social enterprise. in issues relating to domestic abuse including its nature, impact and causes.

## **TDAS Values:**

**Openness:** TDAS create an open culture, provide transparent reporting, good fundraising and governance.

**Person Centred:** TDAS provide coordinated, personalized and enabling services to everyone

**Innovative:** TDAS introduce new ideas, are creative and forward thinking

**Collaborative:** TDAS work in partnership with key stakeholders to enable individuals to achieve a defined and common purpose

**Empowering:** TDAS empower our service users to become stronger, more confident, being aware of their rights and privileges and live a more meaningful and fulfilling life.



0161 872 7368



admin@tdas.org.uk



www.tdas.org.uk



@teamtdas



@trafford domestic  
abuse services



@tdasorg



# What Survivors & Partners say...

“

Thank you for being a great organisation and supporting not only clients, but TDAS colleagues as well. I feel very comfortable, happy and appreciated within the organisation.

**Staff**

”

“

“TDAS is a special charity that makes a very powerful and positive impact on society”

**Volunteer**

”

“

“It felt incredible to be able to support this fantastic charity”

**Donor**

”

“

“TDAS is an amazing charity where you know every penny you donate goes to making peoples' lives better.”

**Donor**

”

“

“I can't believe that I let it get so bad but TDAS was my saving grace.

For that, I will be eternally grateful.”

**Survivor**

”

“

“TDAS is a great organisation to volunteer for. They are without a doubt a 'go-getting' organisation that really let their volunteers get involved.”

**Volunteer**

”

“

Highly supportive of staff, values & ethos are actively carried out, welcoming & community focussed (both staff & wider community), compassionate & caring, goes above & beyond to meet the needs of service users.

**Staff**

”

“

“Thank you for helping me see the light at the end of the tunnel and for creating a safe space for me to find myself again”

**Survivor**

”

“

“If you have any worries about being in an unhealthy relationship, please contact TDAS they can help you. The support they offer is second to none.”

**Survivor**

”

“

“When I walked into the refuge I didn't know who I was; I didn't have control of my own mind, it had been run by my ex-partner for so long. My daughter and I were finally safe, TDAS gave me my life back!”

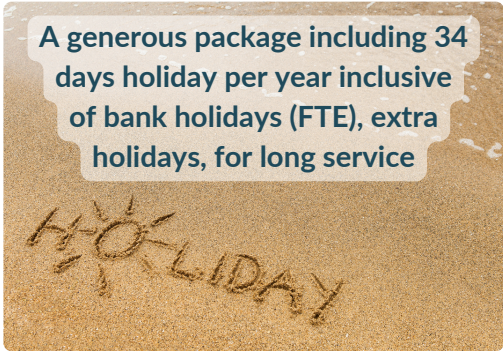
**Survivor**

”



# Employee Benefits


At TDAS, we believe that supporting our team goes beyond the workplace. We offer a comprehensive range of employee benefits designed to promote wellbeing, security, and growth. These include generous annual leave, enhanced pension contributions, and access to wellbeing initiatives that support both physical and mental health. We also provide ongoing training and professional development opportunities, ensuring our staff feel valued, supported, and able to thrive in their roles. Our flexible working arrangements reflect our commitment to achieving a positive work-life balance, while our culture of recognition ensures that every contribution is appreciated




A generous package including 34 days holiday per year inclusive of bank holidays (FTE), extra holidays, for long service



Life assurance benefit



365 days a year  
Employee Assistance  
Programme



Employee pension  
scheme with 5%  
employer contribution  
(after 3 months of  
employment)



Cycle2work Scheme




Electric Car Scheme



Wellbeing Champions



Professional and  
Personal Development



Monthly Employee Recognition

# Role Description

<b>Title:</b>	Male Domestic Abuse Advisor
<b>Area:</b>	Accommodation Service – Male Refuge
<b>Reporting to:</b>	Accommodation Team Leader <i>All paid members of staff are accountable to the CEO, and ultimately the Trustees of TDAS</i>
<b>Place of work:</b>	Trafford
<b>Hours of work:</b>	37 hours per week
<b>Salary/Scale:</b>	Starting: £28,359
<b>Main Purpose of Role</b>	<p>To provide a specialist trauma-informed support service for male adult victims who are residing in TDAS Accommodation.</p> <p>You will work as part of a skilled, multi-disciplinary staff team and must be approachable and highly motivated in supporting and encouraging each individual person experiencing domestic abuse to make choices in order to determine their own future.</p> <p>You will be the main support worker for 6 Individual Male victims</p>
<b>General Duties and Responsibilities</b>	<ul style="list-style-type: none"><li>• Work with the Chief Executive Officer and other staff members to promote and support the development of TDAS.</li><li>• To adhere to TDAS Code of Conduct at all times.</li><li>• To attend staff meetings when required</li><li>• To work in line with, and follow, the policies and procedures of TDAS.</li><li>• To ensure that all TDAS policies and procedures are implemented and promoted by staff.</li><li>• To actively promote diversity in the organisation.</li><li>• To act as an ambassador for and represent the TDAS at external functions.</li><li>• To represent TDAS on local and regional forums.</li><li>• To build positive relationships and partnerships with key local agencies</li><li>• To embody TDAS's values and act as a role model.</li><li>• To participate actively in the management team, contributing to the strategic development of the organisation.</li><li>• To undertake any other duties as may be deemed consistent with the requirements of the post.</li></ul>

# Main Duties & Responsibilities

- Provide specialist trauma-informed 1-2-1 support for males in Refuge, Move on and Supported Accommodation across Trafford including both practical and emotional support and safety planning.
- To deliver TDAS independent living skills package to male victims in refuge
- To support male victims to recover safe and free from abuse and prepare for moving on from crisis accommodation
- To provide move on support for male residents as they leave the accommodation service – this could be planned or unplanned.
- Make referrals into TDAS services and external services including MARAC accordingly
- Delivery of TDAS True Colours; DA Programme for survivors of Domestic Abuse to enable them to break free, move on with their lives and break the cycle of abuse
- Provide trauma-informed interventions and relapse prevention methods for those males at risk of homelessness, with the greater complexity of need and a history of trauma
- To network and liaise with all relevant agencies regarding the emotional, developmental and practical needs of males for whom TDAS is providing a service
- To undertake checks ensuring all Health & Safety requirements of the male refuge are complied with
- To support the Team leader and Service manager in ensuring the refuge building is managed adequately, repairs are reported promptly and health and safety checks are completed regularly
- Effective Case Management - to record in detail, notes and minutes of all meetings and appropriate discussions with service users
- To actively participate in the development, delivery and reporting of targets, outcomes and outputs in order to comply with funding reports
- To plan and effectively manage own workload, working on own initiative (often in a crisis situation)
- To keep accurate, factual and appropriate daily recordings
- To complete initial and on-going risk assessments and support plans for all residents
- To be a flexible team player supporting colleagues as and when necessary
- To work to promote and support the development of TDAS by being a positive ambassador at all times with colleagues, service users and external agencies
- Undertake any other reasonable duties as requested by the Senior Leadership Team, CEO and Board of Trustees, commensurate with the grade and job title of this post
- To comply with and work within the standards laid down within the bounds of all of TDAS's Policies and Procedures and Guidelines
- Ensure all residents are made aware of the services available under the Home Fire Risk Assessment and making appropriate referrals to the Fire Service
- Provide a safe and secure environment, when meeting any resident, in which their physical, emotional, intellectual and social wellbeing is promoted.
- Access regular feedback to improve information, advice and support services offered to individuals
- To be fully aware of and implement, as appropriate, Child Protection, Safeguarding, Policies and Procedures in accordance with TDAS's and Trafford Council policies.
- Work in partnership with and actively network with residents, staff, statutory, voluntary and community organisations to promote the welfare and well being of each individual person offered a service by TDAS.
- Play an active part in the promotion, running and delivery of work undertaken with professionals and residents living in the Refuge and Tier 2 accommodation e.g. True Colours, Back to Me, Brighter Futures, Advice Surgeries and Training for professionals.
- Liaise with TDAS CYP Support Worker in order to provide a holistic support package to any resident who has support needs around their child/ren
- Undertake consultation, monitoring and evaluation in relation to services provided to continuously improve services provision.

# Person Specification

Essential Experience	How Assessed A = Application I = Interview
(1) Minimum of two years experience of working with adults in a supported and enabling setting	A & I
(2) Experience of working with males in a crisis situation, demonstrating strong crisis management, skills and ability to cope under pressure	A & I
(3) Experience of case management, recoding factual records	I
(4) Experience of working with a range of services to coordinate the support for service users	A & I
(5) Experience of Risk assessment/management and support planning	A & I
(6) Working in emergency supported accommodation environment ideally refuge (Desirable)	A & I

**You are required to have excellent understanding of:**

Essential Understanding	
(7) The issues facing adults and children experiencing DA and sexual violence.	A & I
(8) The financial and legislative framework in which DA services are delivered including the Domestic Abuse Act 2021	A & I
(9) The roles and responsibilities of statutory organisations in relation to DA	A & I
(10) Child protection and safeguarding adults in relation to DA, and the legal responsibilities surrounding these issues	A & I
(11) Equality issues and marginalisation of various groups and communities	A & I
(12) Working knowledge of all relevant Policy and Procedures e.g. risk assessment, support planning and delivery of person centred services, Health & Safety requirements	A & I



# Person Specification (continued)

(13) Knowledge of Housing Benefits system (Desirable)	A
(14) Broad knowledge of the civil and criminal justice system and remedies available in relation to domestic abuse	A

<b>Desirable Understanding</b>	
(15) Domestic abuse act 2021	A

You are required to be able to demonstrate that you have:

<b>Essential Skills</b>	
(16) Excellent written, verbal and interpersonal communication skills	A & I
(17) Ability to work cooperatively and to develop effective teams	A & I
(18) Ability to work under own initiative, identify objectives, prioritise work, handle pressure and take decisions which may be of major significance	I
(19) Good numeracy skills and the ability to use excel and spreadsheets	A
(20) Ability to write clear, concise and accurate case notes	A

You are required to be able to demonstrate that you have:

<b>Essential Qualifications/Professional Membership</b>	
(21) Professional qualification in a related field such as Diploma in Domestic Abuse, Social Work, Probation or equivalent	A
<b>Desirable Qualifications/Professional Membership</b>	
(22) First Aid Qualification	A

# Person Specification (continued)

You are required to be able to demonstrate you:

Essential Personal Qualities & Competencies	How Assessed A = Application I = Interview
(17) Have values consistent with those of TDAS	A & I
(18) Will act with integrity and respect when interacting with service users, employees, agencies and individuals	I
(19) Are committed to upholding TDAS's policies and procedures	A
(20) A commitment to diversity and working in an anti- discriminatory way	I
(21) Ability to maintain professional boundaries at all times	A

## Additional Requirements

- The post holder will be required to liaise with TDAS Chief Executive Officer, Director of Operations, other TDAS Staff, TDAS Board of Trustees, Statutory, Voluntary and Community Organisations and other professionals.
- There will be a requirement for attendance at some Board Meetings, Professional Meetings and training sessions as and when directed by the Chief Executive Officer, Director of Operations and the Board of Trustees.

# How to Apply

To apply for this position it is essential that you have or are working towards the necessary qualifications outlined in the person specification. Due to the requirements of the role, we are requesting that male only applicants apply.

**This post is subject to an enhanced DBS.**

**No CVs and No agencies please.**

For further information please contact [hayley.jones@tdas.org.uk](mailto:hayley.jones@tdas.org.uk) Tel: **0161 872 7368**

## **Equality, Diversity and Accessibility**

TDAS is committed to fostering an inclusive, supportive and accessible workplace where everyone can thrive. We welcome applications from people of all backgrounds, identities and abilities, and we ensure a fair and transparent recruitment process.

Applicants are welcome to submit their application in the format that works best for them; written form, video, or audio recording.

As a recognised Disability Confident Employer, we are committed to inclusive recruitment practices and guarantee an interview to all applicants with a disability who meet the minimum essential criteria for the role.

There may be occasions where we are required to specify the gender of a role due to the nature of the work, predominantly within our safe accommodation services. Where this applies, it will be made clear within the recruitment pack and will be in line with the Equality Act 2010.

**An application form is available to download below**



**Application**  
**Form**