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| **Title:** | Accommodation Domestic Abuse Support Worker |
| **Area:** | Accommodation service – Male Refuge |
| **Reporting to:** | Accommodation Team Leader  *All paid members of staff are accountable to the CEO, and ultimately the Trustees of TDAS* |
| **Place of work:** | Based at Male Refuge |
| **Hours of Work** | 37 hours per week |
| **Salary/scale:** | NJC Scale 6 £25,419 - £27,514 |

*This post is subject to DBS disclosure scheme and there is an Occupational Requirement under the Equality Act 2010 Schedule 9 (Part 1) for the post holder to be male.*

**Background**

Trafford Domestic Abuse Services (TDAS) is a Quality accredited, registered charity offering support to individuals and families who are affected by domestic abuse since 1990. We support families who live/work in the Trafford area and also provide IDVA and Children and Young People (CYP) support services in Salford. We provide both intervention and prevention services and work in partnership with other voluntary organisations to support families across Greater Manchester.

**TDAS Values**

**I**nnovative: introduce new ideas, are creative and foreword thinking.

**C**ollaborative: work in partnership with key stakeholders to enable people to achieve a defined & common purpose

**O**penness: create an open culture, provide transparent reporting, good fundraising and governance.

**P**erson centred: provide coordinated, personalized and enabling services to everyone

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

**Purpose of the role**

To provide a specialist trauma-informed support service for male adult victims who are residing in TDAS Accommodation.

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.

You will be the main support worker for 6 Individual Male victims

**Main Duties**

* 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.

**General**

1. Work with the Chief Executive Officer and other staff members to promote and support the development of TDAS.
2. To adhere to TDAS Code of Conduct at all times.
3. To attend staff meetings when required
4. To work in line with, and follow, the policies and procedures of TDAS.
5. To ensure that all TDAS policies and procedures are implemented and promoted by staff.
6. To actively promote diversity in the organisation.
7. To act as an ambassador for and represent the TDAS at external functions.
8. To represent TDAS on local and regional forums.
9. To build positive relationships and partnerships with key local agencies
10. To embody TDAS’s values and act as a role model.
11. To participate actively in the management team, contributing to the strategic development of the organisation.
12. To undertake any other duties as may be deemed consistent with the requirements of the post.

**Person Specification**

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| **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 | A & I |
| 4. Experience of working with a range of services to  coordinate the support for service users | I |
| 5. Experience of Risk assessessment/management and support planning | A & I |
| 6. Working in emergency supported accommodation environment  ideally refuge (Desirable) | A & I |

You are required to have an excellent understanding of:

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| **Essential Understanding** | **How Assessed**  **A = Application**  **I = Interview** |
| 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 |
| 9. The roles and responsibilities of statutory organisations in  relation to DA | A |
| 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 |
| 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 |

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

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| **Essential Skills** | **How Assessed**  **A = Application**  **I = Interview** |
| 15. Excellent written, verbal and interpersonal communication  skills | A & I |
| 16. Ability to use IT to produce reports and monitor projects | A |
| 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 |
| 1. Ability to write clear, concise and accurate report and letters | A |

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

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| **Qualifications/ Professional Membership** | **How Assessed**  **A = Application**  **I = Interview** |
| 21. Professional qualification in a related field such as Diploma in Domestic Abuse, Social Work, Probation or equivalent | A |
| 22. First Aid Qualification (Desirable) | A |

You are required to be able to demonstrate you:

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| **Essential Personal Qualities & Competencies** | **How Assessed**  **A = Application**  **I = Interview** |
| 23. Have values consistent with those of TDAS | A & I |
| 24. Will act with integrity and respect when interacting with  service users, employees, agencies and individuals | I |
| 25. Are committed to upholding TDAS’s policies and procedures | A |
| 26. A commitment to diversity and working in an anti- discriminatory  way | I |
| 1. Ability to maintain professional boundaries at all times | A |

**Additional Requirements**

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| 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. |
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| 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. |