



## Domestic Abuse Specialist Older But No Safer

### Job Description

**Women's Aid ABCLN is a professional, dynamic and energetic organisation providing gold standard support to women and children experiencing domestic abuse.**

**Job Title:** Domestic Abuse Specialist - Older Women

**Responsible to:** Area Manager

**Location:** Antrim, Ballymena, Carrickfergus, Larne or Newtownabbey. To be determined by successful candidate.

**Aim of Post:** Domestic Abuse Specialists provide trauma-informed, high-quality, proactive, front-line support and services to women and children impacted by domestic abuse across the region. The Older But No Safer role will deliver needs and risk-led responses and interventions for older women experiencing domestic abuse, always ensuring women are central to the process.

#### **Key Responsibilities of Older But No Safer role:**

- Provide one to one trauma informed therapeutic and emotional support for older women older women experiencing domestic abuse.
- Facilitate Women's Aid ABCLN 'Journey to Freedom for Older Women' programme in a group work setting.
- Facilitate and develop domestic abuse awareness sessions with statutory, voluntary, and community agencies.
- Support women to participate in Reconnect personal development groups, enabling older women to access peer mentoring and support and share their experiences in a safe and supportive environment.
- Enable older women to have their voices heard to further develop the learning and expertise of the Older But No Safer project, inform future service delivery and affect change.
- Caseloads will be individually tailored to each woman and the time needed to build rapport and trust and address the long-term effects of trauma and abuse.

### **Key Responsibilities of Domestic Abuse Specialist:**

- Identify and assess the needs and risks of each client referred to the service using an evidence-based risk identification checklist.
- Carry a caseload, working with older women to reduce risk, increase safety and create safer relationships.
- Support the empowerment of women (within the self-help ethos of Women's Aid ABCLN), enabling them to recognise the domestic abuse within their situation and regain control of their lives.
- To deliver trauma informed and therapeutic interventions with older women experiencing domestic abuse.
- Establish and maintain links with key agency partners and participate in multi-agency forums/partnership meetings.
- Advocate on behalf of women with statutory and voluntary agencies including housing, job & benefits, social services, healthcare, education, police and legal support.
- Consult with service users and incorporate their views and experiences within service development.
- Ensure all work is carried out to Women's Aid ABCLN standards and delivered to maximise agreed outcomes.
- Undertake any other duties as required.

### **Performance**

- Promote a positive image of Women's Aid ABCLN, representing the organisation to increase professional and public awareness of the organisation's work and of the needs and views of service users.
- Work as part of a professional team offering peer support, sharing specialist knowledge and skills, and developing good practice.
- Be proactive in carrying out case reviews/case management based on a review of risk and action plans to further progress and close cases.
- Utilise excellent IT skills to maintain accurate and confidential case management records and contribute to the monitoring for the service.
- Produce monthly reports including statistics to enable effective monitoring of the service in line with funding requirements.

### **Identify and promote knowledge and learning**

- Undertake on-going training to maintain up to date knowledge of current practice and developments in domestic abuse and enable continuing professional development.
- Maintain personal professional development to renew and enhance skills.

- Maintain an understanding of issues in relation to domestic abuse regionally, nationally and internationally.

### **Safeguarding Children and Adults**

- Adhere to Adult Safeguarding and Children's Safeguarding policies and procedures, assess risk and manage appropriate responses to concerns.

### **Equality, Diversity and Inclusion**

- Ensure all duties are carried out in a manner which adheres to Women's Aid ABCLN Equality & Diversity policies and procedures.
- Respect and value diversity within the local community, recognising the needs and concerns of a diverse range of clients and ensuring services are accessible and equitable to all.

### **Health and Safety**

- Promote a culture of health and safety, observe all Health & Safety policies and procedures, and complete Health & Safety training as required.

### **Data Protection**

- Adhere to confidentiality and ensure all client information is maintained in accordance with the Data Protection Act and Women's Aid ABCLN's Data Protection policy.

### **Other Duties**

- To undertake any additional duties relevant to the post, as may be specified by your line manager and/or Women's Aid ABCLN Senior Management Team

### **Flexible Working**

- Flexibility to meet the requirements of the service delivery may be required from time to time. This may include a requirement to work outside normal working hours.
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### **Travel**

- Local travel will be required (with payment for mileage expenses).

**Hours of Work:** 37 hrs per week

Time-in-lieu can be taken for any additional hours worked.

**Salary Scale:** £26,421 - £28,770 NICVA/NJC Scale 5

This project is funded by The National Lottery Community Fund for Northern Ireland.

Women's Aid ABCLN offer a competitive Benefits Package including:

- Incremental Salary Scale
- 25 Days Annual Leave increasing to 27 Days after five years' service and 30 Days after 10 years' service, plus 11 Statutory Holidays
- Generous Pension with Employer Contribution of 8% plus Life Insurance
- Enhanced Occupational Sick Pay
- Carers Leave
- Comprehensive Induction & Training
- Regular Supervision
- Flexible Working options
- Hybrid Working options



## Personal Specification

### Job Title: Domestic Abuse Specialist

FACTOR	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<p><b>Qualifications and Experience</b></p>	<ol style="list-style-type: none"> <li>1. One year's experience of providing direct one to one support (practical and emotional) with persons in crisis plus an academic qualification at level three or above (e.g. HNC, NVQ) in a relevant field.</li> </ol> <p>OR</p> <ol style="list-style-type: none"> <li>1. Three years' experience of providing direct one to one support (practical and emotional) with persons in crisis.</li> </ol> <ol style="list-style-type: none"> <li>2. Experience in the identification and assessment of risk and associated safeguarding practices.</li> <li>3. Experience in the development and implementation of person-centred support plans and management of a key worker caseload.</li> <li>4. Experience in delivery of group work/facilitation skills.</li> <li>5. Ability to effectively plan and organise own workload and coordinate other resources to meet deadlines.</li> <li>6. Excellent team working skills.</li> </ol>	<ol style="list-style-type: none"> <li>1. Experience of working therapeutically in a multi-agency context to respond to the needs of women.</li> </ol>
<p><b>Knowledge/ Understanding</b></p>	<ol style="list-style-type: none"> <li>1. Knowledge and understanding of domestic abuse and its impact on women and children.</li> <li>2. Ability to understand and adhere to Health &amp; Safety at work requirements.</li> </ol>	<ol style="list-style-type: none"> <li>1. Knowledge about the psychological effects of trauma and abuse.</li> <li>2. Knowledge of the rights and options available to women and children living with/fleeing domestic abuse</li> </ol>

		including relevant safety measures, protections and legislation.
<b>Skills and Aptitudes</b>	<ol style="list-style-type: none"> <li>1. A high degree of personal motivation and willingness to take on challenges, learn new skills and undertake continuing professional development training.</li> <li>2. A commitment to secure positive outcomes for women and children who may be experiencing crisis situations and/or living with complex needs.</li> <li>3. Strong communication skills - verbal and written, ability to facilitate group discussions and deliver presentations.</li> <li>4. Ability to liaise confidently and effectively with a broad range of statutory and non-statutory agencies.</li> <li>5. Ability to work empathically and appropriately with survivors of domestic abuse and other specialist service providers.</li> <li>6. Competent in the use of IT systems (including Microsoft products).</li> </ol>	
<b>Other Requirements</b>	<ol style="list-style-type: none"> <li>1. Commitment to the vision, mission and ethos of Women's Aid ABCLN.</li> <li>2. Commitment to anti-discriminatory practice and equal opportunities</li> <li>3. Willingness to occasionally work unsocial hours when required.</li> <li>4. Car driver with access to a car (or transport that allows the candidate to fulfil duties of the post).</li> </ol>	