



Role Profile

Job Title:	Connections IDVA (Independent Domestic Violence Adviser)
Grade:	Point 5 (Unqualified) / Point 6 (Qualified)
Salary:	£26,505 (Unqualified) / £28,477 (Qualified) per annum
Hours:	35
Contract Type:	12 months fixed term contract
Location:	Medway
Responsible to:	Service Manager
Responsible for:	Reporting and analysis as required by funders
Committed Connected Collaborative Compassionate	

Background

Oasis is a passionate and ambitious organisation committed to tackling the causes and consequences of domestic abuse on families. We are known in Kent & Medway for our dedicated, independent services that have been supporting the cause with a local focus for many years.

Overall:

We provide an efficient service for families affected by domestic violence and abuse across Kent & Medway. These families and individuals will have a range of needs, and our client support work is needs-led, risk-focused & trauma-informed with a focus on developing individual resilience. We work with clients in a range of settings. We provide group work and all support staff are expected to be capable of integrated working in the wider social system. Staff are expected to work flexibly as needed by service demands, this may include evenings and weekends. Where necessary staff are also expected to participate in the out-of-hours service, providing an on-call system for the refuge service users (for which enhancements are paid)

Working with the mission of the organisation

Frontline roles are the reason for the charity's existence, and the holder of this post must have excellent team and communication skills (especially in working across the internal and external systems), must have a strong understanding of the dynamics of domestic violence and abuse, and must have excellent boundaries in working within the limits of the role and be committed to ensuring that Oasis service users have excellent support. This role requires a can-do attitude in

helping service users to progress on their journeys, building new lives free from violence and abuse.

Competency

Staff at Oasis have a commitment to and optimistic approach to the emotional support and development of their client group. They are reflective about their practice and able to use techniques to keep their work sound and safe for both them and the client.

The organisation utilises a competency framework to enable the development of competent and emotionally intelligent behaviors. All staff are expected to engage with personal learning through the use of this framework. A summary is attached at the end of this role description.

Purpose of the role

The post will be part of the MDAS (Medway Domestic Abuse Service) team, which offers a range of services aimed at creating a whole family approach to those experiencing domestic abuse living in the community. As a team, you will provide a wraparound approach, along with specialist/statutory services. The team offers flexible support to recent victims of domestic abuse through a needs-led, risk-focused approach.

The key purpose of an MDAS IDVA is to enhance the safety of individuals and children in their homes and communities, whilst enabling service users to address their needs. The service aims to enable victims to discuss issues relating to their experiences freely and without judgement. They will be supported in whatever decisions they make and be assisted in accessing other agencies as appropriate to their individual circumstances and wishes.

They work within a multi-agency partnership to ensure risk-led support of clients experiencing domestic abuse. They will conduct rigorous safety planning, enable the client to move forward in their recovery, and ensure a coordinated community response to the client's needs. When the client's risk is deemed high, MDAS IDVAs work to support and represent clients through MARAC (Multi Agency Risk Assessment Conference). They are the voice of clients during the MARAC process and must have the skills and capabilities to advocate with a range of partners and this role will include your attendance at the MARAC meeting.

The team creates support plans that will include, but are not limited to, safety planning, housing, legal, and financial matters, which are tailored to meet their clients' needs. This role will also have an accessibility focus. This involves assertive engagement and intervention that creates opportunities for those who may be deemed to have 'complex needs' to be involved with the service. They should have a good understanding of trauma-informed practice and be able to offer services that meet the needs of people with a range of additional needs.

In addition, IDVAs may have specialisms as described below.

Connections IDVA

This is an MDAS IDVA who will specifically be supporting those experiencing domestic abuse living in Asian communities.

The Connections IDVA role is an exciting new post that has a dual focus, directly supporting those who are assessed at all risk levels in the local Asian communities and building relationships with those same communities in Medway to raise awareness and dispel myths of

domestic abuse, whilst respecting cultures and faiths. Acting as the point of contact within local faith and community groups, the aim of the Community IDVA is to promote referrals that enable victims to discuss issues relating to their experiences freely and without judgement.

The Connections IDVA will have a comprehensive understanding of Asian cultures and be willing to positively engage with community groups and Faith leaders at a time convenient to them.

There will be an expectation to assist the Service Manager with report writing and collating evidence and data relating to the issues surrounding this client group, as well as sharing good practice and information with colleagues, funders, and partner agencies.

Key responsibilities

1. To reach out to and engage with local Asian communities and groups to create opportunities to raise awareness of domestic abuse, using a culturally sensitive approach.
2. To share learning and best practices to enhance the support provided both internally and externally with multi-agency partners.
3. To assess incoming referrals and identify the best support agreement for their needs in accordance with the RAISE support framework toolkit, including specific response times.
4. To contact service users, providing and seeking information with a professional approach.
5. To provide ongoing assessment and review of a trauma-informed SMART support and safety plan. This will include a holistic view of the multiple needs of the individual.
6. To provide support and advice by telephone and in a mutually agreed safe place.
7. To provide support, information, advocacy, and signposting, including relationship breakdown, substance misuse, mental health, safety planning, housing options, welfare & benefits, civil and criminal legal issues, immigration, budgeting, paying bills, addressing debt, tenancy sustainment, education, training, employment and access to other agencies.
8. To enable service users to develop the skills and resources necessary to move on and maintain independence and self-reliance.
9. To provide emotional support, using solution-focused practice and ways to wellbeing.
10. To facilitate group work: Phoenix, Recovery, and Skills for Life as well as any others are based on presenting needs.
11. To identify and risk assess complex multiple needs such as substance misuse and mental health.
12. To follow Risk Assessment and Safety Planning processes, including the DASH checklist and safety plan with service users, and deliver service in keeping with the result.
13. Liaise with the IDVA attending MARAC to ensure that clients are appropriately represented.
14. Manage the safeguarding of vulnerable adults and children in line with organisational policy, in discussion with a Senior/Manager, and with an open communication with Children and Families and Adult Services.
15. Support the empowerment of the client and assist them in recognising the dynamics of domestic/sexual violence.
16. Develop individual safety and support plans to meet individual risks and support needs that clients face, regularly review cases ensuring that all agencies are meeting the needs of clients. Ensure effective liaison with agencies regarding case management.

17. Managing a caseload based on SafeLives care pathway.
18. Refer appropriate clients to MARAC, explaining procedures and rights within the MARAC process to the client and keeping clients' safety central to all coordinated responses. Support colleagues and partner agencies to provide the best possible service. Follow up on all required actions in liaison with the support manager.
19. To represent the clients' safety needs and wishes, either directly or via a formal handover, at the local MARAC; complete any actions as agreed at the MARAC meeting.
20. To work within the terms of the MARAC and Court Protocols as required.
21. Provide direct support, advice and awareness to Police, primary care services, housing departments and social services in the provision and coordination of support developing strong relationships with these and other partners to improve the outcomes for clients.
22. Participate in a rota covering One Stop shops and DA helplines and presenting at weekly MARAC meetings as required.
23. To support clients through the criminal justice system, explaining the procedures and their roles and rights within the court process, ensuring that, whenever possible, clients have realistic expectations of the criminal justice system.
24. To liaise with the CPS, Witness Care Unit, police and other partner agencies to ensure that the clients' safety needs are considered within the judicial process.
25. To hold a caseload efficiently and effectively.
26. To ensure that regular opportunities are given for service users to feedback on the service.
27. To maintain thorough, confidential and up-to-date service user records and case management notes using a client database.
28. To engage with all impact analysis and story gathering for organisational learning.
29. To remain up-to-date and compliant with all organisational policies and procedures and professional codes of conduct in order to uphold standards of best practice.
30. Participate in an on call system for out-of-hours emergencies for refuge clients and dispersed accommodation.
31. To perform other reasonable tasks as identified by the organisation.
32. To engage positively with the clinical supervision process.

Review arrangements

The details contained in the role specification reflect the content of the job at the date the document was prepared. It should be remembered, however, that it is inevitable that over time the nature of individual jobs will change; existing duties may be lost and other duties may be gained without changing the general character of the duties or the level of responsibility entailed. Consequently, we will expect to revise this role specification from time to time and will consult with the post holder at the appropriate time.

Oasis Domestic Abuse Service is committed to safeguarding and promoting the welfare of children; applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

We are an Equal Opportunities organisation. This role is exempt under the Equality Act 2010 pursuant to Schedule 9, Part 1. As such we can only consider applications from women.

Oasis values diversity promotes equity, and challenges discrimination. We encourage and welcome applications from candidates of diverse cultures, abilities, perspectives, and lived experiences.

Person Specification	Essential	Desirable
1. Experience		
Significant experience of working with/within Asian communities.	Y	
Substantial experience in providing emotional and practical support to service users, probably acquired over a period of not less than 2 years.	Y	
Experience in working within a multi-agency setting with a willingness for partnership working	Y	
Experience in engaging with service users through assertive outreach	Y	
Experience in liaising with social services, police, health agencies, housing providers, and voluntary organisations	Y	
Experience of working within a residential setting/refuge/women's advice centre or similar, or another relevant agency.		Y
Experience working with clients with complex needs including substance misuse, mental health and/or learning disabilities.		Y
2. Knowledge & Qualifications		
Advanced theoretical, practical and procedural knowledge regarding the issues surrounding the impact of domestic abuse and sexual violence victims and their families and the civil and criminal justice remedies relating to domestic and sexual violence.	Y	
SafeLives trained and/or WAFE trained		Y
Knowledge and understanding of "so-called" honor-based abuse and forced marriage	Y	
Knowledge of when to refer, coupled with the ability to understand complex needs such as substance misuse and mental health issues.	Y	
A basic understanding of immigration rights.		Y
Knowledge of child protection issues and legal responsibilities	Y	
Knowledge of undertaking risk assessments and designing safety plans	Y	
Knowledge and understanding of the remits of the relevant statutory and voluntary agencies	Y	
A recognised social work, counselling, or related qualification		Y
Good understanding of trauma-informed practice	Y	
3. Capabilities & skills		
Highly skilled in delivering group work sessions		Y
Highly skilled in assessment of the service user's needs	Y	
Skilled in motivational interviewing and approaches such as brief therapy intervention		Y
A methodical and well organised approach to workload and an ability to work within a stressful environment and be able to work on own initiative with minimal supervision	Y	
Excellent inter-personal and communication skills, able to communicate effectively both orally and in writing. Able to work effectively within a team setting	Y	

An ability to manage crisis situations calmly and with a problem-solving approach. Excellent advisory, guidance, negotiation and persuasive skills in order to influence outcomes for service users	Y	
An ability to develop a trusting and confidential relationship with abused service users and interpret assessments in order to support a safety plan	Y	
To be respectful, non-judgmental, non-directive and confidential in supporting service users. To encourage service users to take control of their lives and set realistic objectives and goals. Ability to communicate effectively with service users whilst maintaining professional boundaries.	Y	
Ability to work within a line management structure	Y	
Good administrative skills. Computer literate and able to maintain accurate records	Y	
4. Emotional intelligence		
Self Awareness: recognizing own emotions, strengths and limits, being self-confident	Y	
Self Regulation: having self-control, honesty, accountability, flexibility and being welcoming of new ideas.	Y	
Motivation: drive to achieve the best outcome, ability to align with the values and goals of the organization, opportunistic, persistent	Y	
Empathy: understanding others, developing others, client focus, cultivating diversity, able to read and work with group/ team dynamics.	Y	
Social skills: able to influence, convincing and adult communication, inspiring messages, able to drive change, nurturing of instrumental relationships, working together on shared goals and able to create group synergy.	Y	
5. Other		
Candidates must be willing to undergo an Enhanced Disclosure & Barring Service check	Y	
Evidence of qualifications listed on the application form	Y	
Full driving license and access to own vehicle	Y	

(1) Making a positive impact/ (2) Working effectively with others/ (3) Communication / Continual improvement/ (4) Planning and delivery of task/ (5) Motivational leadership

Personal Skills determine how we manage ourselves	Self-awareness knowing one's internal states, preferences, resources and intuitions	Emotional Awareness	Recognising one's emotions and their effects
		Accurate Self-Assessment	Knowing one's strengths and limits
		Self-confidence	A strong sense of one's self worth and capabilities
	Self-regulation managing one's internal states, impulses and resources	Self-Control	Keeping disruptive emotions and impulse in check
		Trustworthiness	Maintaining standards of honesty and integrity
		Conscientiousness	Taking responsibility for personal performance
		Adaptability	Flexibility in handling change
		Innovation	Being comfortable with novel ideas, approaches and new information
	Motivation emotional tendencies that guide or facilitate reaching goals	Drive	Striving to improve or meet a standard excellence
		Commitment	Aligning with the goals of the organisation
		Initiative	Readiness to act on opportunities
		Optimism	Persistence in pursuing goals despite obstacles and setbacks
Social Skills determine how we handle relationships	Empathy awareness of others' feelings, needs and concerns	Understanding Others	Sensing others' feelings and perspectives, and taking an active interest in their concerns
		Developing Others	Sensing others' development needs and bolstering their abilities
		Task Focus	Anticipating, recognising and meeting client needs
		Cultivating Diversity	Cultivating opportunities through different kinds of people
		Political Awareness	Reading a group's emotional currents and power relationships
	Social Skills adeptness at inducing desirable responses in others	Influence	Wielding effective tactics for persuasion
		Communication	Listening openly and sending convincing messages
		Conflict Management	Negotiating and resolving disagreements
		Leadership	Inspiring and guiding individuals and groups
		Change Catalyst	Initiating or managing change
		Building Bonds	Nurturing instrumental relationships
		Collaboration & Cooperation	Working with others towards shared goals
		Team Capabilities	Creating group synergy in pursuing collective goals