

Job Description

Job Title:	Young Persons Independent Domestic Violence Adviser (YPDVA) Young Person's Development Worker (YPDW)
Reports to:	Operations Manager
Salary:	£23,578-£24,521 per annum full time equivalent (based on qualification/experience) + 3% Pension contribution
Holiday Entitlement:	30 days per annum plus bank holidays
Hours of Work:	37 hours per week Some evening & weekend work may be required
Work Base:	Bolton location with travel across the borough
Background Checks:	Enhanced DBS Check required and professional references covering at least the last two years
Please note:	Due to the nature of this role a full clean driving licence and access to a vehicle will be required.

This post, however, is restricted to women applicants only, due to the nature of the role. The Occupational Requirement as permitted under the Equality Act 2010, Schedule 9, and Part 1 Section 7(2) e of the Sex Discrimination Act 1975. This post is exempt from the Rehabilitation of Offenders Act.

Background:

Paws for Kids (trading name - Endeavour Project) has been operating since 1997 and is an independent Organisation, a Company limited by guarantee and a registered charity affiliated to Women's Aid England.

Located in Bolton, Endeavour Project is a community charity supporting local survivors of Domestic Abuse to move on with their lives, prevent repeated abuse and the indirect or direct effects of domestic abuse on families.

Role Purpose:

This is a combined role between two posts YPDVA and YPDW.

The YPDVA service is open to any person who has been subjected to intimate partner abuse or family abuse with a person over the age of 16 years. The support is open to all sectors of the community aged 16-19 regardless of gender, sexuality, ethnicity, and background.

The main purpose of the YPDVA is to:

- Provide person centred trauma informed support to high-risk victims of domestic abuse aged 16-19 to maximise their safety, independence, and wellbeing
- To assess the service user using the DASH Risk Indicator Checklist and ensure that the delivery of the YPDVA service is appropriate to this level of risk
- To participate in the Multi-Agency Risk Assessment Conference framework (MARAC) and to attend and participate in meetings and follow up actions agreed at MARAC
- To support with access to other specialist support services

The YPDW provides long term support to medium risk victims 16+ who are escaping and recovering from Domestic Abuse.

The main purpose of the YPDW role is to:

- Help young people develop problem solving and coping strategies, both in terms of practical issues as well as dealing with their emotions
- Support young people in resettling in a new home and community
- Work closely and liaise with education establishments, young people's support networks and forums, in particular those who support LGBTQI+ & BAME communities
- Develop and recruit peer supporters to the Young Person's panel to help influence future service development ensuring that marginalised communities have their voices heard.

Main Areas of Responsibility:

In order to further the aims of the Endeavour Project for young people who experience Domestic Abuse, the predominant tasks are to:

1. Implement an individualised safety plan/risk assessment and package of support to suit each service user appropriate for their particular situation. This will involve an understanding of the need for a degree of flexibility in working methods.

Such a package of support will include:

- Establishing a positive relationship, trust, and rapport with the service user
 - Involving the service user in defining their needs and priorities to be addressed and ensuring these are monitored and reviewed on each contact
 - Designing a programme of action, coaching and activities to raise confidence and meet needs.
2. Identify, liaise, and provide advocacy support to help service users' access other appropriate agencies including housing providers, alcohol and drugs services, mental health support and criminal justice services where appropriate.

This includes:

- Work in conjunction with key agencies ensuring that a multi-agency approach is undertaken as part of the process involved in the assessment and delivery of services.
 - Imparting and developing skills with the service user in preparation for managing independently.
3. To be responsible for ensuring that all procedures relating to the YPDVA/YPDW are fully understood and implemented, particularly in terms of adult and child safeguarding and protection.
 4. To identify and discuss a suitable follow-on pathway for the service user including counselling and group work based around self-esteem and confidence building.
 5. To plan and manage workload working on own initiative, often in times of crisis, keeping accurate, factual, and appropriate records, recording these on the case management system in a timely and professional manner. Ensuring standards and effectiveness of work with service users is consistent and of high quality.

6. **Monitoring:** to be responsible for administering the case work and monitoring procedures for the YPDVA/YPDW. To assist with the management of recording of statistical information of referrals in accordance with policy and ensure accurate and regular monitoring is provided to the Manager on a monthly basis, within set timescales. Working with the Operations Manager with the results of any evaluation to develop and improve the service provided.
7. **Future Developmental Work:** in conjunction with the Operations Manager and the CEO, to progress the development of the YPDVA/YPDW in line with the organisation's plans. This work will focus on the long-term strategy of expanding the service and maximising funding opportunities.

Other Tasks:

1. **Liaison:** to liaise closely with the Operations Manager and CEO regarding the work and development of the YPDVA/YPDW. To liaise with all relevant agencies professionally with regards to the project.
2. Work to equip the service user to set up their own home including applications to local welfare provision and emergency funds.
3. Work to the standards laid down within the bounds of the Policy and Procedures of Endeavour, including Equal Opportunities, Equality & Diversity, GDPR/Data Protection, Adult Safeguarding, Child Protection and Safeguarding, Health & Safety and core service policies at all times. This is not an exhaustive list and all other policies and procedures within Endeavour must be complied with.
4. To undertake any other tasks and responsibilities as deemed necessary by the Operations Manager or CEO.
5. There will be a requirement for continued professional development through attendance at training sessions as and when directed by the Operations Manager or CEO.

Person Specification

The post holder must be highly motivated in supporting and encouraging people experiencing domestic abuse to make informed choices to determine their own future.

PLEASE NOTE YOU WILL NOT BE SHORTLISTED WITHOUT EVIDENCE OF ALL ESSENTIAL CRITERIA

A= Application Form

I = Interview

T = Test

Assessed A/I/T	Qualifications and Experience	Essential	Desirable
A	Safe Lives IDVA accreditation or Women's Aid Domestic Abuse qualification or equivalent qualification in health or social care or trauma-based service.	X	
A	Experience in either a paid or voluntary supportive role working with adults and families, demonstrating strong crisis management skills and ability to cope under pressure.	X	
	Skills, Knowledge and Experience	Essential	Desirable
A/I/T	Knowledge and understanding of the effects of domestic abuse on adults and children and relevant legislation	X	
A/I	Experience of direct work with young people or adults who are looked after, at risk, or in challenging circumstances	X	
A/I	Ability to engage young people and form professional relationships	X	
A/I	Experience of setting up and running young people's groups		X
A/I	Experience of case management	X	
A/I	Previous experience of working with individuals and their families in a supportive capacity, either paid or voluntary.	X	
A/I/T	Understanding and knowledge of principles of undertaking risk assessment, support planning and delivery of services	X	
A/I/T	Knowledge of Adult and Children Safeguarding principles	X	
A/I	Ability to demonstrate high levels of integrity when handling confidential information and situations	X	
A/I/T	I.T./Computer literate	X	
A/I/T	Competent Report and letter writing skills	X	
I	Excellent verbal communication and negotiation skills	X	

A/I	Experience of multi-agency working and agency representation	X	
A/I	Experience of attending MARAC and supporting victims by assessing risk		X
A/I	Experience of working with individuals in a crisis situation, demonstrating strong crisis management, skills and ability to cope under pressure	X	
A	Current, valid driving licence. Access to a suitable vehicle for work purposes	X	

Competency/Behaviour

1. Proactive and self-motivated
2. Compassionate and empathetic
3. Non-judgemental with a positive attitude
4. Approachable and flexible
5. Committed to continuous improvement
6. Team player
7. Service provisions of a high standard to all users
8. Excellent communication skills at all levels
9. Planning, organisation, and time management
10. Ability to use own initiative