

Job description

JOB DESCRIPTION

Position : Domestic Abuse Specialist Workers [floating support]

Report to : Children and Families Gender-Based Violence Service Manager

Location : London

Salary : up to **£30,000 per annum**

Part Time 21 hours per week

Contract : Fixed Term to 31st March 2025 [possible extension subject to funding]

Holidays : 28 days per annum including bank holidays FT / PT pro-rata

Other : Occasionally, you will be required to work on a Saturday. Time off in lieu will be given

Please note: This post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

Claudia Jones Organisation was established in 1982. Primarily the organisation supports and empowers wo

men and families of African Caribbean heritage. We aim to provide culturally sensitive services to meet the needs of women and families of African Caribbean heritage.

PURPOSE

To foster a therapeutic approach to providing a cohesive specialist service for African Caribbean heritage women and families who present with complex layering of issues that includes domestic abuse and gender-based violence.

To achieve measurable outcomes that reduce risk and increase safety for women and families who access this service.

To work within CJO's model of 'Community-based Approach to Wellbeing' through volunteer opportunities, training and peer support.

CJO aspires to provide services that are respectful of the trauma service users may have experienced and this role will require a good understanding of how this will permeate the way the services are offered and managed.

MAIN DUTIES & RESPONSIBILITIES

- o Provide practical support to increase the safety of women and their children who are victims of gender-based violence or complex life situations.
- o Undertake support in-house, at their home, or in the community through individual safety planning, advocacy, emotional support and CJO's Community-based Approach to Well-being.
- o Provide a whole family centered approach to supporting families with complex needs in assessing risk in line with CJO's existing protocol.
- o Identify and prioritize high-risk cases that requires immediate short- or medium-term crisis interventions where you need to act.

- o Work in partnership with women individually and families to complete risk and needs assessment to increase the safety of women and families who are victims of gender base violence, and or family breakdown.
- o Work as part of a team to ensure the best outcomes for women and families.
- o Actively always comply with the procedure for Safeguarding of vulnerable children and Adults in your work, participating in meetings to achieve this.
- o Build and sustain effective working relationships with service users, colleagues, internal cross-functional teams, volunteers, student social workers on placement and relevant agencies to address presenting issues and make referrals for additional support.
- o Manage case load that is sometimes complex in an effective and timely manner to achieve positive outcomes for women and families that meet their individual needs.
- o Participate in regular case reviews with manager and team.
- o Support service users through the criminal justice system as necessary.
- o Undertake crisis intervention when necessary such as emergency house moves, refuge spaces or obtaining civil protection orders.
- o Keep accurate records and monitoring data that contributes to the project's outcomes.
- o Degree level education or equivalent experience in gender, social work, public health, community development, family support, IDVA (ideally CADA) or another related field.
- o Good knowledge and understanding of access to local resources, community and statutory services to create options and pathways for women and families.
- o Attend conferences, meetings, supervision and training as requested.
- o To complete an annual work plan and attend year end appraisal.
- o Ensure that work is carried out in accordance with CJO's policies and procedures and to positively promote the principles of these policies amongst colleagues and service users.
- o To comply with CJO's Health and Safety, data protection and to protect your own and other's health, safety and welfare.
- o To work flexibly as will be required by the needs of the service understanding that aspects of your work may change as we strive for continuous improvement.
- o To be able to evidence CJO's values always, which underpin CJO's mission.
- o Demonstrate a high level of competency in using Microsoft office packages, databases/case management system.
- o Ability to work on a Saturday from time to time.
- o Participate in and attend the AGM.

PERSON SPECIFICATION

Experience:

Direct service delivery to; African Caribbean heritage women and families who live with complex family challenges and or victims and survivors of gender base violence or no recourse to public funds.

Direct experience of working in the voluntary sector within a multiagency and legislative framework.

Using Safe lives/DASH risk and needs assessment frameworks.

Direct experience of referrals to and working with MARAC.

Managing a complex caseload.

Experience of keeping accurate records and collecting data for monitoring and evaluation purposes.

Working with childhood sexual exploitation, misuse of drugs, alcohol or mental health issues, no recourse to public funds, homelessness.

Experience of advocating on behalf of women and families.

Direct work with women/families whose children may be involved in Social Care proceedings and or at risk of school exclusion because of GBV, homelessness, no recourse to public funds, family breakdown.

Experience of working in a therapeutic environment.

Knowledge & Understanding:

Have a good understanding of gender base violence including it's impact on African Caribbean heritage women and families.

Have knowledge of help-seeking barriers and support needs of African Caribbean heritage women and families (in heterosexual, same-sex, extended family relationships).

Have knowledge and understanding of the impact of intersectionality on African Caribbean Heritage women and families.

Have theoretical, practical and procedural knowledge of civil and criminal justice remedies for women and families.

Understand Safeguarding issues, and the legal responsibilities surrounding these issues.

Understand the principles of risk assessment, safety planning and risk management for victims of gender-based violence and their children.

Understanding of data protection, confidentiality and information sharing and why it is important.

Have an excellent understanding of and be committed to work within the principles of equal opportunity and undertake the work in an anti-discriminatory and empowerment framework.

Understand the remits and resources of relevant statutory bodies and voluntary agencies. Good understanding of Civil and Criminal law court processes.

Skills/Abilities

Demonstrate how you have provided support to vulnerable people, particularly people experiencing gender base violence, no recourse to public funds etc.

Have strong crisis management skills and the ability to deal with stressful and difficult situations.

Have a good awareness of the structures and processes that prevent African Caribbean heritage women and families from seeking support.

Proven ability to plan, prioritize and organise workload and manage a demanding caseload. Show initiative and be proactive when managing your case load and interacting with your clients and agencies you are working with.

Proven ability to keep accurate records and statistics in a form which is accessible and useful to funders and the senior management team.

Working collaboratively with statutory and voluntary partners, whilst balancing competing needs and interests.

Have excellent communication, negotiation advisory skills, both written and verbal when interacting with a range of agencies and individuals.

Compassionate/empathetic with your client's situation but not collusive.

Working pro-actively and as part of a wider, diverse team.

Ability to work flexible, including evenings and weekends to meet the needs of the service (TOIL will be given).

Having mutual respect for everyone we work with, for and support through our services.

Able to promote the work of the Claudia Jones Organisation.

Demonstrate the ability to use IT applications competently including, Microsoft Word, Excel etc. and Case Management systems.

Degree level education or equivalent experience in gender, social work, health, community development, family support, IDVA/DAPA or another related field.

Foster a flexible approach to the role, understanding that aspects of your work may change as we evaluate and strive for continuous improvement.

Any other activities that may be required from time to time.

Applications CV`s should be emailed to: mail@claudiajones.org with the subject line: CJO 2024 - 01 FT or 02 PT Application.

We will only consider CV`s which match the person specification.

If you have not received a response to your application within 21 days of the closing date you can assume your application has not been successful on this occasion. All posts are subject to satisfactory references and Enhanced DBS checks. CJO is an Equal Opportunities Employer.

Job Type: Part Time

Salary: up to £30,000.00 per year

Schedule:

- Monday to Friday

Education:

- Bachelor's & or IDVA qualifications (preferred)

Experience:

- VAWG and or domestic abuse intervention: 1 year (required)

Ability to Commute:

- London (required)

Ability to Relocate:

- London: Relocate before starting work (required)

Work Location: In person

Application deadline: 28/08/2024

Interview date: 2nd & 4th October 2024

Reference ID: CJO 2024 - 02 PT