



JOB DESCRIPTION – Female* Pathfinder Domestic & Sexual Abuse Advisor

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| <p>POST TITLE</p> <p>Female* Pathfinder Domestic & Sexual Abuse Advisor</p> <p>*Genuine occupational requirement in accordance With Schedule 9 (part 1) of the Equality Act 2010</p> | <p>Salary:</p> <p>Within Band 7 - £23,000 p.a</p> |
| <p>SECTION: <u>IRIS & Outreach Service</u></p> | |
| <p>FULL TIME: 37 Hours per week</p> <p>12 month Fixed Term Contract</p> | <p>Location: Southampton, with regular local travel</p> |

Pathfinder is a project funded by the Department of Health and Social Care which seeks to establish comprehensive health practice in relation to domestic abuse in acute health, mental health and/or primary care across 8 Pathfinder sites in total. Pathfinder is led by the Pathfinder Consortium which consists of Standing Together Against Domestic Abuse, IMKAAN, IRISi, AVA and Safelives. Southampton has been chosen as one of these Pathfinder sites.

Aurora New Dawn is excited to be working in partnership with Yellow Door and Adult Mental Health to develop new approaches and enhance existing practice to domestic and sexual abuse (DSA) in the City, with a focus on Mental health services.

This new and innovative post will work alongside Mental health services, delivering training to professionals and working directly with victims who have been referred for support. This is a new post, and as such you will be forging new links, developing partnerships, and offering consultation to professionals in relation to domestic abuse and sexual violence, as well as caseholding individual clients who require support.

JOB PURPOSE:

The focus of this post is twofold:

- Support staff within mental health services to identify and respond to domestic abuse sexual abuse (DSA) effectively, through both the development and delivery of training and effective partnership working.
- Provide specialist support to individuals referred by mental health services, working in a way that seeks to minimise and/or remove the barriers to access that can be experienced by those victims of domestic and sexual abuse (DSA) who also have mental health support needs.

Responsible to: Senior Advocate/Educator

2. MAIN DUTIES

Training, Educational and Partnership work

- Work in partnership with the Diversity and Inclusion Service at Yellow Door to develop and deliver a package of tailored training for Adult Mental Health Practitioners to support them with awareness, identification and responding to domestic and sexual abuse (DSA) appropriately.
- Promote awareness of the experiences and needs of those living with or escaping DSA, particularly in relation to their mental health.
- Develop a good relationship with clinical and support staff including:
 - Working closely with champions in each participating setting
 - Attending relevant meetings
 - Working in partnership with, and providing consultancy to staff in order to best support victims of DSA.
- Develop effective assessment and monitoring procedures and ensure that clear accurate records of training delivery are kept and maintained
- Review and monitor the number of advocate referrals made by clinicians in participating settings.

Advocacy and support

- Provide specialist support to individuals experiencing DSA who have additional mental health needs, with a focus on those clients who have, or would, struggle to engage with mainstream support services.
- Deliver a flexible, holistic approach that is personalised for each individual, addressing any risks and improving outcomes around their safety, needs and wellbeing.
- Work in a way that is trauma-informed, with an understanding of the prevalence and impact of trauma and the complex paths to healing and recovery.
- Work in a solution focused way; undertake a holistic assessment of need with each client, which is focused on identifying individual strengths and works towards building resilience.
- Develop and deliver a proactive response that takes the service to clients, removing barriers to access and increasing opportunities for engagement.
- Work closely with other involved mental health/clinical staff in the provision of support, so that roles and responsibilities are clearly defined and any risk/ safety plans are agreed and shared with professionals working with the client concerned.
- Where direct client work is not possible or appropriate (based on the needs of the individual), provide specialist advice and guidance to clinicians with regards to DSA, risks and safety.
- Respect and value the diversity of the community in which the service works, working with partners from the Diversity & Inclusion service (Yellow Door) to recognise the needs and concerns of a diverse range of survivors, and ensure the service is accessible to all
- Ensure encouragement and regular opportunities are given for clients to feedback on the service and that they are informed of the impact of their input.
- 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 other involved professionals, Children and Families and Adult Services.
- Maintain thorough, confidential and up-to-date service user records and case management notes using a client database.
- Contribute to the process of monitoring and evaluation, producing reports and/or data as required. Collect and measure project performance using appropriate systems, tools and techniques including presentations to the pathfinder operational group and potentially other key stakeholders. This includes supporting SafeLives data collection.

Organisation

Aurora New Dawn is managed by the Chief Executive Officer
The line management for this post is undertaken by the Senior Advocate Educator
The service is Registered Charity and has a board of trustees and a full constitution to adhere to.

Corporate Responsibilities

1. The above range of duties and responsibilities is not exhaustive: post holders will be expected to perform work of a similar level and responsibility when requested to do so.
2. Remain up-to-date and compliant with all organisational procedures policies and professional codes of conduct and uphold standards of best practice.
3. Observe duty to all Health and Safety rules and take all reasonable care to promote the health and safety of yourself and others.
4. Act in a way that supports and promotes Aurora New Dawn's Equal Opportunities Policy, which aims to ensure everyone has equal treatment and equal access to employment and services.
5. Contribute to Best value by working in an effective, efficient and economic way, and to suggest and implement improved ways of working wherever possible.

IT Security

All staff must strictly adhere to current Aurora New Dawn policy on IT security as instructed by Chief Executive. Any breach of this policy could invoke the Aurora New Dawn disciplinary procedures, which could result in dismissal.

Confidentiality of Information

Any information which staff have access to as a result of their employment with Aurora New Dawn must be regarded as confidential and must not under any circumstances be divulged to a third party without the appropriate authority (not even to relatives or close friends). If it is found that a member of staff has divulged such information, it may be appropriate to invoke the Aurora New Dawn disciplinary procedures, which could result in dismissal. All staff must be vigilant and careful to ensure that all information which they have access to remains confidential.

Customer Service

All Aurora New Dawn employees must be committed to Customer Service with both internal and external clients. It is essential to maintain a high level of competence in this area.

This job description is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your contract of employment.

PERSON SPECIFICATION
FEMALE¹ PATHFINDER DOMESTIC & SEXUAL ABUSE ADVISOR

1. KNOWLEDGE, SKILLS AND ABILITIES

It is essential that the post holder has the following:

- Knowledge and understanding of the issues facing those who experience Domestic and Sexual Abuse (DSA), with specific knowledge of the interplay between domestic abuse, sexual abuse and mental health.
- Knowledge and understanding of mental health issues – previous experience of working within mental health services would be advantageous.
- Skilled at assessing individual client need.
- The ability to communicate sensitively with individuals who may be distressed
- Knowledge of a range of options for and rights of those experiencing DSA, and proven appliances of these concepts
- The ability to creatively involve clients to lead the direction of their support and futures and set realistic goals.
- Ability to establish and maintain appropriate boundaries when working with those who are experiencing periods of crisis.
- The ability to manage crisis situations calmly and positively. Excellent advisory, guidance and negotiation skills to influence best outcomes.
- Ability to work under pressure and to plan and prioritise own workload
- Understanding of Safeguarding issues, and the legal responsibilities that relate to this area.
- Computer literacy skills and experience of working with databases and report writing.
- Knowledge of effective training strategies and methods
- Excellent verbal and written communications skills
- Understanding of and commitment to equal opportunities
- An understanding of the needs of marginalised groups.
- An understanding of intersectionality and how this may affect those accessing services.
- Ability to travel locally, and occasionally nationally.

2. EXPERIENCE

It is essential that the post holder has experience of:

- Providing support to a caseload of individual clients, probably acquired over a period of not less than 2 years.
- Developing trusting relationships with vulnerable clients and interpreting assessments in order to support a safety plan.
- Working within multi-agency settings, and an ability to liaise/communicate effectively with a range of professionals and services.
- Developing, delivering and reviewing training.
- Report writing and the collection and analysis of data
- Building and maintaining partnerships

¹ *Genuine occupational requirement in accordance with Schedule 9 (part 1) of the Equality Act 2010

It is desirable that the post holder has experience of:

- Engaging with clients through assertive outreach, working to minimise and remove potential barriers to accessing support
- Delivering training to health professionals, and/or experience of providing training in relation to domestic abuse.

3. PERSONAL QUALITIES, ATTITUDE AND PRESENTATION

It is essential that the post holder can demonstrate the following:

- A commitment to a feminist ethos
- A commitment to anti-discriminatory practice
- A willingness to critically assess your own performance and reflect on your own practice
- Reliable and trustworthy
- Efficient and punctual
- Consistent and flexible – able to deal with changing and competing demands
- Ability to think creatively and show initiative
- Non-judgemental and non-directive approach to empowering survivors of domestic abuse
- A Commitment to working in accordance with organisational Equal Opportunities Policy

DBS Disclosure at Enhanced level will be required prior to any offer of employment. This post is exempt from the Rehabilitation of Offenders Act 1974.