

Domestic Violence and Abuse - ANGELOU PARTNERSHIP

Statistics and research identify that cultural, religious and social aspects highlight women from black and ethnic minorities as more vulnerable to domestic violence. The rules and expectations of behaviour within the Arabic-speaking community can exasperate everyday abuse as well as traditional practices such as FGM and forced marriages.

Al-Hasaniya delivers specialist support in this area and has developed coordinated partnerships in response to a growing need for support. Our work has successfully made long term changes towards the perception of and raised awareness of domestic violence amongst the Arabic speaking community.

The Angelou Partnership, consisting of 9 agencies: Advance (lead agency) Al-Hasaniya, African Women's Care, GALOP, Hestia, Solace, Standing Together, WAGN and Women's Trust. The Angelou Partnership will work within a coordinated partnership as a response to violence against women and girls in Hammersmith & Fulham, Kensington & Chelsea and Westminster.

JOB DESCRIPTION

Job title: Domestic Violence Advocate

Reporting to: Centre Manager as well as Angelou Project Manager

The post holder will work within a dynamic, fast paced, crisis intervention, advocacy and support service possessing the qualities of an experienced and specialised worker, working with clients at high risk. The project will ensure that the voice of survivors is heard; keeping them informed at all stages of the process.

The post holder will work within the partnership and make proactive contact and provide high advocacy and support, based upon client-led needs and risk assessment to women from aged 13, focusing on working with those aged 18 and over. The post holder will work with women seeking support from the criminal justice system and equally civil remedies on related matters; such as attending court where necessary, and coordinate the provision of multiagency support. Part of the role will be to establish positive, proactive and innovative working relationships with service providers to this client group and partner agencies within the Angelou Partnership. The post holder will work across the three boroughs under the guidance of the partnership project manager and their direct manager.

The post holder will have an excellent understanding of domestic violence issues, its effects on women and children and of best practice within the domestic abuse sector and in particular within the framework of the communities Al-Hasaniya seeks to serve.

As an experienced domestic violence advocate who has worked with complex and multiple needs, the post holder will be skilled in risk management and safety planning, remain calm in a crisis and diligent in handling sensitive information on a daily basis. Experience of direct work with female survivors of domestic violence from Moroccan and Arabic speaking communities, supporting women involved in mental health services, and of working within safeguarding procedures is essential for this post, as is the need to adopt and promote a strong partnership approach.

Main Duties and Responsibilities (or which you are required to support):

1. Ensure effective access for women and girls across the Angelou Partnerships services and encourage their engagement with the service, through multi agency working and service flexibility. This may include some co location within Angelou Partnership Services.
2. Hold a caseload and work within the team of IDVAs to conduct comprehensive assessments of needs and risk for women experiencing domestic violence. Carry out short and longer term risk management, safety planning and support; and identify and refer to services appropriate to their needs, including attendance at specialist/dedicated courts and MARAC as required.
3. Develop and deliver support plans that include delivery of high-quality face to face or telephone crisis intervention, information, advocacy and support, in respect to criminal and civil remedies, housing, health, welfare rights, children's legislation and other appropriate interventions.
4. Advise women of their rights and options for seeking help and support from other agencies, making referrals and co-ordinating the provision of multi-agency support where necessary, and proactively advocate to ensure barriers to accessing support and protection are minimised.
5. Proactively assess the needs and safety of any children that women using the service may have, ensure that any risks/needs identified are addressed directly with the woman, and take appropriate action to safeguard them.
6. Proactively assess the needs and safety of women at risk giving due regard to Adult at Risk policies and procedures.
7. Participate in multi-agency conferences in respect of children and adults at risk as required, providing reports and undertaking actions as necessary.
8. If a client is involved in the criminal justice system as a witness, provide them with information, advocacy and support as cases progress through the criminal justice system, supporting them to apply for special measures and to give impact statements, and maximise their safety to help them give best evidence, accompanying women to court where necessary
9. Work with the Project Manager, to ensure all monitoring and evaluation for the project is accurate and fully maintained, and keep managers informed of any issues and successes.
10. Ensure that agreed case recording and monitoring systems are kept up to date and secure, and write internal and external reports where required, including for safeguarding conferences, team meetings, managers and others.
11. Participate in multi-agency working and focus groups when requested to do so, and follow through on agreed appropriate actions that arise from these.
12. Work effectively as a member of Al-Hasaniya MWP and in close collaboration with Angelou Partner services and Minerva keyworkers.
13. Use appropriate institutional advocacy to maximise positive outcomes and use the appropriate reporting mechanisms to highlight persistent or recurring issues that arise.

General duties:

14. At all times protect the safety and security of Al-Hasaniya, service users, staff, volunteers and buildings, and the confidentiality of records and other information in line with data protection requirements.
15. Proactively assess the needs and safety of children and women to ensure that any risks/needs identified are addressed, having full regard to Safeguarding Children's policy and Safeguarding Adults at Risk policy and complying with the Local Safeguarding Children and Adults requirements.
16. Be responsible for personal learning development and keep up to date on research, relevant legislation, policy and practice, and other literature relevant to the project.
17. Participate in supervision, training and meetings as required and work as a member of the team to ensure effective delivery of service and individual work plans.
18. Ensure the effective implementation of Al-Hasaniya's Safeguarding, Health & Safety, Equality and Diversity and other policies and procedures and uphold the core values of Al-Hasaniya.
19. Uphold the right of women, children and young people, advocating vigorously for them while offering protective strategies, and appropriate safe services.
20. Work across teams and undertake such other duties, appropriate to the grade and character of the work, as may reasonably be expected.

This job description sets out the duties of the post at the time when it was drawn up and will be reviewed from time to time. Duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

Knowledge and Qualifications

Note to Applicant

When completing your application form you should demonstrate/evidence the extent to which you have the necessary education, experience, knowledge and skills identified as required by the application criteria for the post.

Requirements	
KNOWLEDGE AND QUALIFICATIONS	
A relevant qualification or training, for example in domestic violence, criminal justice, law, social work, substance misuse or related area.	
A thorough understanding of violence against women and girls with a particular focus on the dynamics of domestic violence (physical, emotional and sexual violence, so-called 'honour-based violence', forced marriage, stalking and harassment) and its impact on women, children, families and within the Arabic speaking community	
An excellent understanding of the criminal justice system and relevant legislation with particular regard to legal and civil options, housing, benefits, matrimonial and children.	
Thorough knowledge of safeguarding practices and procedures	
EXPERIENCE	

Al-Hasaniya Moroccan Women's Centre Ltd

At least one year's experience of supporting women who have experienced domestic violence, forced marriage or 'honour-based violence'	
Experience of risk and needs assessment, safety and support planning, particularly with clients with complex/multiple needs.	
Experience of partnership working and of maintaining excellent working relationships with a range of stakeholders.	
Working with children, young people and families	
ABILITY TO	
Work co-operatively with colleagues, in statutory and non-statutory agencies	
Speak Arabic, preferably an understanding of North African dialect	
Recognise child and vulnerable adult safe guarding issues	
Excellent time management & organisational skills	
SKILLS	
Excellent listening skills and the ability to communicate well with a wide range of people of all ages and backgrounds.	
Excellent risk assessment, support and advocacy skills and the ability to advocate successfully using evidence and professional experience.	
Ability to network, influence, problem solve and apply solution focused approaches to increase access and safety and facilitate positive outcomes for Arabic speaking women and children	
Ability to work well within a team and responsibly on your own initiative, and of maintaining professional boundaries with clients and partner agencies.	
Flexible, proactive approach and a good ability to prioritise work.	
Good crisis management skills and the ability to work effectively under pressure and to deadlines.	
Good data collection, monitoring and IT skills, including word processing and using spreadsheets.	
Good report writing skills, including preparing reports for courts, case conferences and information for Multi agency Risk Assessment Conferences (MARACS)	
GENERAL	
Work co-operatively with colleagues, in statutory and non-statutory agencies	
Clear boundaries and a willingness to accept line management and make effective use of supervision	
A good understanding of religious and cultural issues within the Arabic speaking community and equal opportunities	
A firm commitment to women, children and young people's rights and to work within Al-Hasaniya/ANGELOU Partnership framework and its core values	
Willingness to carry out the policies and procedures of the ANGELOU partnership and to work to agreed guidelines and codes of conduct	
Comfortable within a community centre working environment, ethos and approach	