

## JOB DESCRIPTION

### **Development Worker – Domestic Abuse (Equally Safe Falkirk)**



#### **JOB PURPOSE**

To work in partnership with Barnardo's and Falkirk Council to contribute to the development and delivery of a quality Domestic Abuse Service to ensure better outcomes for children and families within the local community.

#### **PRINCIPAL ACCOUNTABILITIES**

- Lead and co-ordinate delivery of Safe & Together training across Falkirk
- Develop a Practitioners Mentoring Group
- Support the embedding of the Safe & Together model across the area
- Provide development support to and quality assurance of Domestic Abuse services in compliance with National Standards and Quality Assurance Frameworks
- Support the Support Workers to deliver bespoke, strengths-based support to families, including survivors, children and perpetrators
- Work collaboratively with the Partnership Manager to ensure continuity across the partnership
- Ensure the provision of effective services by evidencing positive outcomes and lasting change for the people we support
- Promote best practice in involving children and young people, parents and carers, in the decision-making process and planning of their service
- Identify the training and development needs of staff delivering Domestic Abuse services and co-ordinate required training.
- In accordance with agreed systems develop and evaluate specific programmes for service delivery and disseminate the results to improve service outcomes
- Assist in the monitoring and evaluation of service provision, including liaison with the staff team, service users and stakeholders

#### **SCOPE OF PLANNING AND ORGANISATION**

The post holder will report to the Service Manager.

The workload will vary to meet the needs of the service, and those who access the service. Proposed changes to the agreed work plan can be discussed and agreed through the involvement of the Line Manager.

The post holder will be in a position of leading and developing practice within the team which will involve the use of direction and collaborative decision making as appropriate.

The line manager is available at all times to provide advice, information, guidance and support.

The post holder will maintain records of progress and contact with service providers, working across the partnership to support production of reports to strategic groups.

## **SCOPE OF JUDGEMENT AND DECISION MAKING**

The post holder is required to make decisions and exercise judgement with regard to prioritising tasks and delivering on agreed targets, using judgement about appropriate intervention or strategies to support childcare provisions.

The post holder is required to establish constructive working relationships between all stakeholders.

The post holder would be expected to seek advice in relation to issues that are out with practice norms or planned delivery.

## **RELATIONSHIPS**

### **Internal**

- Work collaboratively and in partnership with all members of the team and in particular the Service Manager and Partnership Manager
- Attend team meetings to maintain good communication within the service and help to develop the Service's aims and Service review, as well as to impart and share additional information that will benefit service users.
- Liaise with the Learning and Development team to access appropriate training programmes
- All staff are expected to attend team meetings and keep up to date with changes at service and organisational level. This includes accessing work email accounts, Aberlour intranet sites and supporting our marketing & fundraising initiatives and social media channels to help promote Aberlour

### **External**

- Barnardo's personnel involved in Equally Safe Falkirk
- Education and Childcare services
- Children, Young People and their parents or carers
- Falkirk Council Social Work Services
- Any other reference or working group created in the course of specific pieces of work
- Attend training events, conferences and networking opportunities to build a bank of knowledge which is then cascaded to team members either through training, general enquiries or in response to specific needs

## **QUALIFICATIONS**

A relevant professional qualification at level SCQF 7 or above (for example: HNC) or equivalent knowledge acquired by other means (this will not apply where there are externally specified qualifications for the post e.g. SSSC)

## **VALUES**

Ability to demonstrate Aberlour's values of respect, integrity, innovative and challenging, aligning with the partnership ethos of respect, integrity, honesty and compassion.

Ability to demonstrate the values and principles of personalisation: collaboration, dignity, informed choice, innovation, involvement, participation, responsibility and risk enablement.

## **EXPERIENCE**

- Safe & Together™ Model CORE Training is essential
- Safe & Together™ Model Train The Trainer is desirable
- Collaborative working across sectors
- Experience of service delivery using the Safe & Together™ Model
- Supporting excellent service delivery
- Values based practices.
- Ability to work in, and support others to deliver trauma informed practice

## **KNOWLEDGE/SKILLS**

Practical and practice issues for care providers as well as the national care standards:

- Communication – engagement, listening, verbal, and written (including recording and report writing)
- Research skills
- Understanding policies and resources in order to interpret central or local government and other policies and apply them to your situation
- Generate ideas and be responsive to new thinking
- Problem solving
- Ability to work on own initiative, prioritise and to work as part of a team
- Ability to assess, analyse and act on information
- Designing and delivering training programmes
- Ability to prioritise workload
- Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications. Training on specific systems will be provided

## **CHALLENGES**

Working to build capacity within the sector with a high degree of autonomy and to contribute to the provision of quality Domestic Abuse services in Falkirk.

The post holder will manage their own diary to meet the needs of those who access the service. This may include planned evening and weekend work.