



Job Description

Domestic Abuse Specialist Practitioner

Job Details	
Grade	4 (subject to Pay Review)
Number of Posts	1
Department	Help and Protection
Reporting to	Team Manager

Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.

Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trust's objectives.

Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.

Our Vision:

Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.

We will do this:

- with compassion and with care.
- through positive relationships, building on strengths.
- in collaboration with children, young people, families and partners.
- by listening, involving and including.
- in ways that are efficient and deliver value for money.

Success will mean significant progress towards these outcomes:

- healthy, happy, resilient children living in families.
- families able to make positive changes.



- children able to attend, learn and achieve at school.
- young people ready for and contributing to adult life.
- children and young people safe from harm.

Our Values:

ONE TEAM

ACCOUNTABILITY AND RESPONSIBILITY

QUALITY AND INNOVATION

RELATIONSHIPS

HIGH SUPPORT HIGH CHALLENGE

About the role

To lead on the specialist domestic abuse delivery within the local District assigned. This includes developing and managing the provision of specialist complex domestic abuse work within Early Help and Social Work teams.

The specialist practitioner will hold a small caseload of families to whom they provide direct work, plan and deliver a rolling programme of domestic abuse group work, deliver specialist domestic abuse training to colleagues in their District and support Team Managers in covering high risk domestic abuse forums such as Multi- Agency Public Protection Arrangements (MAPPA), Multi Agency Risk Assessment Conference (MARAC), Multi Agency Case Conference for offenders (MACC) and Sexual Abuse Risk Assessment Conference for sex offenders (SARAC) where needed to meet statutory requirements of the Trust.

The post holder will also work with other Domestic Abuse Specialist Practitioners across the Trust to ensure a consistent and holistic response to Domestic Abuse and other relevant forms of offending.

Key Responsibilities

- To lead on fulfilling statutory responsibilities and taking appropriate actions to promote and safeguard the well-being and interests of children/ young people and their families.
- Ensuring the well-being and safety of the children/young people is paramount through analysing all necessary information to complete assessments that comply with statutory requirements.
- Implementing, monitoring and reviewing interventions within multi-agency settings in order to ensure that the needs of the children/young people and families are met through specialist advise, support and direct work.
- Continually assess and manage risk, coaching others with the development of risk management and safety planning skills.



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| <ul style="list-style-type: none">• Creating and planning for vulnerable children/young people, involving multi agency partners according to need. |
| <ul style="list-style-type: none">• Being responsible for specialist work related to the most complex needs of children / young people and families ensuring legislative requirements are met. |
| <ul style="list-style-type: none">• Ensuring that meetings are proactive and timely; that the child's/young person's needs are being met and at their wishes and feelings are also reflected. |
| <ul style="list-style-type: none">• Liaising, co-ordinating and working together with other professionals to achieve optimal outcomes for children/young people and their families. |
| <ul style="list-style-type: none">• To accurately record, report and communicate using up-to-date evidence-based information in accordance with statutory and organisational requirements. |
| <ul style="list-style-type: none">• Communicating effectively to a variety of audiences through written, verbal and other means of communication. |
| <ul style="list-style-type: none">• Preparing and presenting reports in accordance with statutory procedures and practices. |
| <ul style="list-style-type: none">• Adapting practice to meet the needs of children / young people and their families to ensure that interventions are meaningful to their current circumstances. |
| <ul style="list-style-type: none">• Taking personal responsibility for your own professional specialist development and reflective practice and keep up to-date with changes to legislation, policies, procedures and best practice development. |
| <ul style="list-style-type: none">• Taking a leading role in practice development by initiating peer support through shared knowledge and guiding best practice. |
| <ul style="list-style-type: none">• Supporting and mentoring unqualified and newly qualified members of staff. This may include reviewing of assessments, providing learning opportunities, shadowing and coaching. |
| <ul style="list-style-type: none">• Working as a team member, attending team meetings and review the service. To positively contribute to the outcomes for children/young people and families. |
| <ul style="list-style-type: none">• To be open to supporting the Team Manager, by undertaking other duties commensurate with the needs of the service. |
| <ul style="list-style-type: none">• To lead on the development and delivery of specialist domestic abuse training for the Trust and wider partners. |



Key Information

Is a Safeguarding Check needed?

Dropdown Options:

Not Required

Or

	Children	Adults	Children and Adults
Basic			
Enhanced	X		

Will this position have Line Manager Responsibility?

Dropdown Options:

No





Person Specification

Essential Criteria		
Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
CRITERIA	Method of Assessment (M.O.A)	ESSENTIAL
Qualifications	AF/I	Degree level qualification related to social care.
Training	AF/I	Independent Domestic Violence Advisor (IDVA) Trained or equivalent training in Domestic and/or Sexual Abuse
Training	AF/I	Be willing to undergo ongoing specialist training related to Domestic Abuse and/or Sexual Abuse alongside wider development.
Training	AF/I	Be trained and competent in delivery of domestic abuse group work programmes and be willing to undertake further training and delivery.
Experience	AF/I	Comprehensive experience of working with vulnerable children/ young people and families.
Experience	AF/I	Experience of working closely with statutory and voluntary agencies
Experience	AF/I	Experience of working with families affected by domestic abuse, harmful practices and sexual abuse
Competency	AF/I	Demonstrates current knowledge of professional social work and domestic abuse practices



Competency	AF/I	The ability to demonstrate an understanding of domestic abuse risk assessment and safety planning in line with current legislation to inform complex assessments
Competency	AF/I/ E	Demonstrates experience and understanding of key children's and domestic abuse legislation
Competency	E/AF	Ability to develop and deliver training to Trust students and colleagues and provide specialist support and guidance.
Competency	AF/I	The ability to intervene effectively within situations of increasing complexity.
Competency	AF/E	The ability to communicate effectively to a variety of audiences through written, verbal and other means of communication.
Competency	I/AF	The ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016
Competency	AF/I	Working flexibly with local and wider teams and in partnership with other professional agencies to meet the needs of the service.
Competency	E/AF	Logically interprets and draws meaning from information that leads to a clear analysis of required intervention.
Competency	I/ AF	Anticipate and review situations in depth to identify critical issues and act upon them
Competency	AF/I	Demonstrates resilience and professionalism to challenge



		within a complex and pressurised environment
Competency	AF/ I	The ability to accurately record information in different formats.
Competency	I	Shows respect for diversity, values and individual differences.
Competency	I	Treats all people fairly and appropriately regardless of race, religion, beliefs, gender, age, disability, sexual orientation, appearance or position.
Competency	I	Demonstrates an awareness and understanding of disadvantages and social deprivation.
Competency	I	Must be required to have a clear understanding and commitment to equality, diversity, inclusion matters and to promote anti discriminatory practices and behaviours.

At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.

