



Job Description

Domestic Abuse Specialist Practitioner

Job Details	
Grade	GR5
Job Evaluation Number	A969
Number of Posts	10
Department	BCT - Help and Protection
Reporting to	Team Manager/Head of Service

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

Portfolio Responsibilities

Lead on the specialist domestic abuse delivery within the assigned District. This includes developing and managing the provision of specialist work. Holding a small caseload of families with complex needs. Planning and delivering a rolling programme of group work. Develop and deliver domestic abuse training to colleagues. Attend high risk multi-agency meetings on behalf of the Trust.

Key Responsibilities

Having Lead Practitioner responsibility for domestic abuse developmental work and delivery of provision within the assigned district.

Deputising for Team Managers in attending high-risk forums on behalf of the Trust to fulfil statutory requirements.

Working with other Domestic Abuse Specialist Practitioners across the Trust to develop group work programmes.

Leading on fulfilling statutory responsibilities. 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. This will be through



analysing all necessary information to complete assessments that comply with statutory requirements
Implementing, monitoring and reviewing interventions within multi-agency settings. Ensuring that the needs of the children/young people and families are met through specialist advice, support and direct work.
Leading on the development and delivery of specialist domestic abuse training and other initiatives for the Trust and wider partnership.
Assessing and managing risk continually, coaching others with the development of risk management and safety planning skills
Creating and planning for vulnerable children/young people, involving multi agency partners according to need.
Holding caseload responsibility for specialist work related to the most complex needs of children / young people and families. Ensuring legislative requirements are met.
Ensuring that meetings are proactive and timely and that child's / young people's needs are being met. Ensuring their wishes and feelings are also reflected.
Liaising, co-ordinating and working together with other professionals to achieve optimal outcomes for children/young people and their families.
Recording, reporting and communicating accurately, using up-to-date evidence-based information in accordance with statutory and organisational requirements.
Communicating effectively to a variety of audiences through written, verbal and other means of communication.
Preparing and presenting reports in accordance with statutory procedures and practices.
Adapting practice to meet the needs of children / young people and their families. Ensuring that interventions are meaningful to their current circumstances
Taking personal responsibility for your own professional specialist development and reflective practice. Keeping up to-date with changes to legislation, policies, procedures and best practice development.
Taking a leading role in practice development by initiating peer support through shared knowledge and guiding best practice.
Supporting and mentoring unqualified and newly qualified members of staff. This may include reviewing of assessments, providing learning opportunities, shadowing and coaching.
Being open to supporting the Team Manager, by undertaking other duties commensurate with the needs of the service.



Key Information

Is Safeguarding Check needed?	DBS Enhanced Children
Will this position have Line Management Responsibility?	No

Person Specification

Essential Criteria

Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation

Qualifications	AF/WBE	Level 3 qualification in domestic abuse or children's social care.
Qualifications	AF/I	Be Independent Domestic Violence Advisor (IDVA) trained or equivalent training in Domestic and/or Sexual Abuse
Qualifications	AF/I	Be willing to commence a level 4 specialist qualification related to Domestic Abuse and/or Sexual Abuse. Alongside wider development within 12 months of commencing in post.
Experience	AF/I/WBE	Demonstrate in-depth experience, knowledge and understanding of key children's and domestic abuse legislation
Experience	AF/I	Demonstrate experience of working closely with statutory and voluntary agencies
Experience	AF/I	Demonstrate comprehensive experience of working with vulnerable children/ young people and families.
Competency	I	Demonstrate an awareness and understanding of disadvantages and social deprivation.
Competency	I	Have a clear understanding and commitment to equality, diversity, inclusion matters. Promoting anti discriminatory practices and behaviours.
Competency	I	Demonstrate respect for diversity, values and individual differences. Treats all people fairly and



		appropriately. Regardless of race, religion, beliefs, gender, age, disability, sexual orientation, appearance or position.
Competency	AF/I	Demonstrate ability to accurately record information in different formats.
Competency	AF/I	Demonstrate resilience and professionalism to demand within a complex and pressurised environment
Competency	AF/WBE	Able to logically interpret and draw meaning from information. Leading to a clear analysis of required intervention.
Competency	AF/I	Anticipate and review situations in depth to identify critical issues and act upon them
Competency	AF/I	Able to work flexibly with local and wider teams and in partnership with other professional agencies. Meeting the needs of the service.
Competency	AF/WBE	Have ability to communicate effectively to a variety of audiences. Through written verbal and other means of communication.
Competency	AF/I	Demonstrate 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	Demonstrate ability to intervene effectively within situations of increasing complexity.
Competency	AF/WBE	Demonstrate ability to develop and deliver training and initiatives to Trust students and colleagues. Providing specialist support and guidance.
Competency	AF/I	Demonstrate an understanding of domestic abuse risk assessment and safety planning. In line with current legislation to inform complex assessments
Knowledge	AF/I	Demonstrate current knowledge of professional social work and domestic abuse practices
Training	AF/I	Be trained and competent in delivery of domestic abuse group work programmes. Willing to



		undertake further training and delivery.
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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.