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| **Senior Independent Domestic Violence Advocate****SALARY GRADE: HBC 8** | Halton Borough Council resourcing@halton.gov.uk |
| Working at Halton |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture: * Working Together – building fantastic relationships with colleagues and customers
* Continuous Improvement – Keeping great service delivery at the heart of everything we do
* Personal Growth – Learning, growing and developing ourselves
* Accountability – doing what we say we are going to do
* Inspiring Leadership – positive roles models and leading by example

*To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)**We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**Aside from working with a great team, our employees have access to a fantastic range of benefits, including:* A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service
* Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
* 3 x Salary Life Cover via Local Government Pension Scheme
* Investment in your personal development
* Free Car Parking at HBC sites
* Flexible / hybrid working arrangements available
* Car leasing schemes
* Essential Monthly Car User Allowance

*For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* |
| About the Job  |
| Our vision in Halton is for everyone to be able to recognise domestic abuse, take responsibility and work together to tackle it. No one should live in fear, Halton aims to create safer homes, safer communities and safer society benefitting all our residents and reducing fear and harm.Domestic abuse is never acceptable – in Halton we have adopted a zero-tolerance culture, we actively promote Clare’s Law – The Right to Know and the Right to Ask.Halton is at a significant point in developing domestic abuse provision and responses to those affected by domestic abuse, and we are expanding to respond to local demand. The Halton Domestic Abuse Team is responsible for supporting victims of domestic abuse in Halton to address victims safety concerns for those identified as high risk harm posed from intimate partners, ex-partners or family members, the IDVA’s work with victims and survivors to secure their safety and the safety of their children.  Serving as the survivors/ victim’s primary point of contact, IDVAs normally work with their clients from the point of crisis to assess the level of risk, discuss the range of suitable options and develop safety plans, the IDVA’s attend criminal and family court with clients. Having the IDVA’s in house is just part of HBC’s commitment to improving our corporate response to domestic abuse across the whole authority.More specific responsibilities include:* Provide line management support to the Domestic Abuse team and perpetrator case officer ensuring the service runs effectively in allocating caseloads, ensuring compliant practice, referrals and case management systems are maintained and improved as required.
* Provide leadership and supervisory support in crisis situations, supporting the staff team providing guidance and adhering to risk management, safeguarding information sharing good practice.
* Work with the Domestic Abuse Manager to effectively plan and improve the service and support management information, data and intelligence systems to support problem solving and drive improvement.
* Fulfil the role of an Independent Domestic Violence Advocate working with Halton clients at high and medium risk of serious harm assisting victim’s to access services ensuring the client and any dependents safety is pivotal to responses and multi-agency approaches.
* Focus on and prioritise high risk cases providing pro-active, short to medium term crisis intervention utilising an evidence-based risk identification checklist to provide individual safety planning and personal support.
* Advocate for high risk victims with agencies who can provide support utilising a thorough understanding of the roles of relevant statutory and non-statutory, signposting, completing referrals and interacting with the agencies.
* Provide advocacy, emotional and practical support and information to victims on such matters as legal options, housing, health and finance and supporting victims through Court processes as required.
* Working directly with all key agency partners to address the safety of high risk victims ensuring that their safety plans are coordinated through attending MARAC, Courts and any multi-agency meetings as required.
* Manage a safe caseload ensuring that each client receives the appropriate service responding to their needs.
* Support and enable the empowerment of the client and assist them in recognising the features and dynamics of domestic abuse in their present situation to help them regain control of their lives.
* Maintain a professional approach and independent role on behalf of your client, keeping their safety, and dependent safety as central to any response.
* Effective use of client management systems; ensuring systems are populated, and updated as required to ensure real time information management that supports efficient service delivery.
* To develop the workforce understanding of Domestic Abuse by providing specialist training to improve the Council’s corporate response to domestic abuse
* Participate regularly with team members and line management on case reviews to reflect, collaboratively learn, agree progress, and identify further signposting or referrals, close cases as appropriate, feedback to clients and agencies.
* Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job.
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| About YouWe have an opportunity for a Senior Independent Domestic Violence Advocate to join the Halton Domestic Abuse Team, working 37 hours a week you will be an experienced domestic abuse practitioner and will provide line management support to the IDVA team ensuring the service runs effectively as well as holding a safe caseload.Do you want to make a difference every day supporting and advocating on behalf of domestic abuse victims? Do you want to contribute to change & improvement for those who need it? Are you resilient and adaptable?  Can you work effectively to reduce the harm caused by domestic abuse and improve outcomes for victims and their dependents?  If yes, then we’d love to hear from you…For an informal discussion about this post, please contact Gemma Lawford (Domestic Abuse Manager) on 0151 511 7399.  |
| In addition, you will have:* Extensive experience of working with people experiencing domestic abuse, either in a paid or voluntary capacity.
* A high-level understanding of the principles of risk assessment, safety planning and risk management for victims of domestic abuse and their children.
* An understanding and awareness of the needs of individuals of all ages who have experienced domestic violence.
* As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.
* Safelives Independent Domestic Violence Advocate (IDVA) qualification or Tackling and Preventing Domestic Abuse Certificate or Diploma in Domestic Abuse or Level 2 Qualifications.
* Experience of working within the Multi Agency Risk Assessment Conference (MARAC) framework and supporting clients through Court arrangements.
* Experience of supervising, managing or leadership of staff or volunteers.
* Experience of service management, developing new services for victims and survivors of domestic abuse.
* A good understanding of domestic abuse including the impact of domestic abuse on victims and their children.
* A high-level understanding of the principles of risk assessment, safety planning and risk management for victims of domestic abuse and their children.
* A working knowledge of harmful practices (forced marriage, dowry conflict, honour abuse disownment, and abuse based on faith and belief)
* Theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of domestic abuse and their children.
* Knowledge of working with those who harm and the principles surrounding best practice for this offer.
* The ability to remain compassionate and empathetic towards your client’s situation at all times. Act with professionalism, integrity and respect when working with all clients, agencies and individuals.
* Excellent communication, negotiation and advisory skills, both written and verbal when interacting with a range of agencies and individuals.
* Strong crisis management skills and the ability to deal with stressful and difficult situations.
* A non-judgemental and non-directive approach to understanding the individual needs of survivors whilst empowering survivors to develop their own support network
* Ability to work flexibly with occasional unsocial hours as required.
* The ability to think creatively, show initiative and be proactive when managing your case load and interacting with your clients and agencies you’re working with.
* Supporting colleagues and partner agencies, through awareness raising and institutional advocacy, to achieve the best possible service for all those affected by domestic abuse.
* Organising and facilitating group working, drop-in and peer support for clients.
* An understanding of the roles and resources of relevant statutory bodies and voluntary agencies in supporting domestic abuse victims and their dependents.
* Understanding of child protection and the legal responsibilities surrounding these issues.
* Awareness of the legal, housing and benefits arrangements and processes that can support families escaping domestic violence.
* The ability to motivate individuals and agencies to move through courses of action and decision-making processes in supporting clients.
* To maintain excellent communication links with partnership agencies to ensure clients receive holistic support to help them move on and live lives free from violence and abuse.
* Understanding the complexities of partnership working, investing in relationship building and establishing effective multi-agency approaches.
* To keep abreast of developments in law, policy and government initiatives in addressing domestic abuse.
* Reliable and flexible; able to deal with changing and competing demands.
* Manage highly confidential and sensitive information appropriately.
* Competent spoken and written English language to support service user engagement and accurate completion of information systems
* Use of a vehicle and a full, UK driving licence. Please note: due to the nature of the post it is an essential requirement that applicants are able to drive.
* Enhanced DBS
* Engaging positively with the clinical supervision process and collaborative learning opportunities.
* Competent IT skills with Microsoft, Eclipse and Teams

The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. |
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