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| **Domestic Abuse Team Manager – Domestic Abuse Team**  **SALARY GRADE: HBC10** | 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   *For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* | |
| About the Job | |
| The main purpose of the role is to shape the corporate response to domestic abuse, develop and re-model service provisions and interventions to respond to current need. Furthermore, to oversee the Partnership operation of Multi Agency Risk Assessment Conference (MARAC), and to manage a team of IDVA’s to provide a high-quality frontline service to victims of domestic abuse  More specific responsibilities include:   * To be responsible for the day-to-day supervision and development of staff to deliver a high-quality frontline service keeping the safety of victims of domestic abuse central to all processes. Also lead on developing innovative practice locally and in the sub region and deliver relevant legislative changes and developments through local implementation. * To manage and deliver the Council’s ‘working with those that harm programme’ supervising the staff and working to achieve behavioural change with perpetrators of domestic abuse. * Performance manage and monitor the specialist domestic abuse services and maintain and develop partnerships to reduce the human and service cost of domestic abuse by promoting a holistic service provision that responds to the whole family. Participate in shared initiatives/processes with local authority areas and/or national policy whist taking a strategic role in identifying gaps in service delivery to inform future commissioning needs. * To be the Council’s Lead Officer for the statutory Domestic Abuse partnership ensuring statutory requirements are met and an agreed annual multi-agency partnership work programme is delivered. * Be the Council lead for accreditation and external quality mechanisms for the service delivery in domestic violence and violence against women and girls. Also take the lead internally to raise awareness and deliver training to the workforce. * Provide the lead role on domestic violence and violence against women and girls for Safer Halton, the boroughs statutory community safety partnership. This includes lead support to deliver statutory Domestic Abuse Related Death Reviews, liaising with the Home Office for DADR framework completion and compliance and ensure shared learning on DARDR’s to Safer Halton and Halton’s statutory Domestic Abuse Partnership Board. * Maintain an up to date working knowledge of the legal framework and best practice for the protection of vulnerable adults and children and DA/Sexual violence to ensure high quality performance management and completion of monitoring and evaluation. * Ensure that there is a consistent delivery of services to survivors, including risk assessment, safety planning, referrals to other agencies and MARACs by allocating and monitoring work across the team. Ensure that risk assessment and risk management procedures are always followed, prioritising those most at risk. * Be of the Council’s on-call duty rotas for response to major and serious incidents as a member of the Council’s emergency response team. * Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job. | |
| About You | |
| As a Domestic Abuse Team Manager you will be educated to National Framework Level 6 and hold a GCSE or equivalent in English at grade C or above. You will also have evidence of continuous professional development.  In addition, as a Domestic Abuse Team Manager you will have experience of:   * Working as a domestic abuse specialist and/or community safety within a multi-agency team, including reporting, monitoring and evaluation and evidence of managing change within the workplace. * Compiling domestic abuse updates and information in a wide range of formats to be delivered to a wide range of audiences. * Leading change, contribute to service development, re-modelling and designing service specifications and working in collaboration to commission DA / SV specialist services. * Understanding IDVA work including risk assessments, safety planning, care pathway and best practice when working with high-risk victims of domestic abuse.   As a Domestic Abuse Team Manager you will have knowledge of:   * The Council’s structure, services, policies, processes and procedures. * All relevant legislative and statutory guidance and understanding of its application. (eg: GDPR; Crime and Disorder Act; Children’s Act; Working Together to Safeguard Children;). * Processes for evaluating and continuously improving quality domestic abuse responses. * The impact and implications of Domestic abuse, the impact of Domestic and sexual abuse on the whole family and theories relating to those who harm.   The skills and abilities you will have as a Domestic Abuse Team Manager are:   * Good interpersonal skills and the ability to establish positive working relationships * Having a demonstrable understanding of equality and diversity issues * The ability to produce clear and concise reports and collate and analyse qualitative and quantitative performance information * The ability to provide visible and supportive leadership * The ability to work under pressure and prioritise effectively.   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.  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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