



## Cumberland Council

### Post Specification

<b>Date</b>	<b>April 2023</b>
<b>PG Number</b>	<b>7593</b>
<b>Post Title</b>	<b>Specialist Domestic Abuse Worker</b>
<b>Job Family</b>	<b>People Care and Development</b>
<b>Job Family Role Profile</b>	<b>PCD8ii</b>
<b>Final Grade</b>	<b>Grade 9</b>

To be read in conjunction with the job family role profile

#### Service Area description

This post sits within the Children & Young People Service.

#### Purpose of this post

- To provide a range of interventions and support to children and young people who are at risk of or exposed to domestic abuse
- The workers will work as part of a specialised team
- To work closely with the child's care team to ensure all professionals working with the child understand domestic abuse and lead on the planning of interventions to support the child to reduce risk and stay safe.

#### Key job specific accountabilities

- Work closely with partner agencies to identify children at risk of domestic abuse and respond at the earliest opportunity.
- To be a second worker in some cases (not case holder) for children who are victims of domestic abuse
- To attend relevant meetings and contribute to assessments.
- To contribute to the education and knowledge of others regarding domestic abuse
- To attend EH, CIN, CP, CLA and risk management meetings for children at risk or victims of domestic abuse to ensure all professionals working with the child and their families understand domestic abuse and where appropriate lead to interventions to reduce and end risk.
- To work with children/young people and their families where it is deemed appropriate, to identify needs to achieve positive engagement and outcomes.
- Work in partnership with parents/carers to empower them.
- To work within Safeguarding child protection procedures
- Providing advice, information and, if required, advocacy.
- To devise and undertake flexible and imaginative approaches to offer support, which will achieve the philosophy/objectives of the Team.
- To maintain accurate records concerning the children/young person and their
- To participate in service meetings, supervision sessions, and training where identified/ appropriate.
- To ensure that conditions of work and the environment comply with Health and Safety legislation.

- Any other duties as may be required from time to time by the Director of Children Service or their authorised representatives.

**Please note annual targets will be discussed during the appraisal process**

**Key facts and figures of the post**

**Budget Responsibilities**

- None

**Staff Management Responsibilities**

- None

**Other**

- NA

**Essential Criteria - Qualifications, knowledge, experience and expertise**

- NVQ 3 or equivalent in relevant professional area, social care, education, NNEB, childcare with a minimum of 2-4 years experience.
- Evidence of ongoing professional development
- Knowledge of current relevant national policies, statutory guidance and legislation in respect of children and young people including child protection
- Knowledge of child development 0-19 inclusive and working with these groups, their families and/or carers
- Knowledge of managing challenging behaviour
- Experience of working with young people and an understanding of issues relating to child exploitation
- Understanding of working with drug, alcohol, domestic violence and mental health issues
- Knowledge of attachments theory and behaviours
- Understanding of equality and diversity issues
- Knowledge of the impact of loss and trauma on children and young people
- Experience of working with other agencies and partners to improve outcomes for children and young people
- Ability to assess, complete and review a need led child's plan
- Ability to deal with difficult, sensitive, emotional and stressful work
- Ability to show empathy and understanding of other views

**Disclosure and Barring Service – DBS Checks**

- This post requires a DBS check.
- The level of check required is:
  - DBS Enhanced - Children & Adults

**Job working circumstances**

**Emotional Demands**

- Post has regular contact with people who are distressed and/or disadvantaged
- To be able to work with people in crisis

**Physical Demands**

- Occasional requirement for lifting and carrying of e.g. young children, car seats

**Working Conditions**

- Exposure to some abusive language and aggressive behaviour
- To be able to be responsive to families in crisis

**Other Factors**

- Ability to travel independently
- Able to work flexible and unsociable hours
- Need to be responsive and flexible
- To be adaptive and have an ability to engage with children and young people who may be difficult or reluctant to engage