



Job Description

Job Title: Specialist Advocate

Reporting to: Service manager

Salary Band: 3.1

Service: Southwark SASS

Location: Southwark

Hours: 37.5

This is a 9 month fixed-term contract opportunity.

This job description may change to reflect changing requirements of the role.

The Role:

- Ensure women affected by domestic abuse and known to Southwark Children's Services (SCS) who are finding it hard to engage with DA services, are supported to reduce risk and make safe choices. Many women will be socially excluded and will have complex/multiple needs
- Learn from innovative, bespoke assertive outreach/ engagement models implemented in My Sister's Place (MSP), adapting them to the local context, and implementing them effectively

Accountabilities

- Deliver solution-focused, trauma-informed, caseworker interventions with women who have experienced VAWG and have multiple needs
- Work closely with Southwark Children's Services to identify women who could benefit from intensive support and develop a joint understanding (including liaising with external agencies) of the reasons why they are not engaging with existing DA services
- Use an assertive outreach approach based on good practice in MSP and Pause to engage women
- Promote social inclusion, encourage independence and develop personal resilience of women with multiple needs affected by VAWG
- Build and maintain supportive relationships with women and provide emotional support using a trauma-informed approach
- Ensure ongoing assessment and management of risks associated with service users
- Provide support with life skills including practical assistance where skills are not yet developed
- Engage with a wide range of professionals (some of whom may have very different approaches to problem solving) through a multi-agency approach, to understand the needs of each woman and advocate with agencies on behalf of the project and its service users
- Promote coordinated, joined-up service delivery for service users between VAWG services and drug and alcohol, mental health, housing, health and legal services
- Attend and contribute to child protection case conferences as appropriate
- Attend and contribute to MARAC meetings as appropriate

Job Description

- Contribute to monitoring and evaluation of the project, including engaging with the project evaluators
- Attend the project steering group when requested, including supporting service users to attend

Values, Behaviours and Competencies

- **Committed** to the purpose of Solace Women's Aid, ensuring that the service user is at the heart of service delivery and development
- **Feminist** in understanding 'Violence against Women and Girls'
- Committed to fostering **innovation** and **continuous improvement** in working practice
- **Flexible** and open to new challenges, ideas and experiences, and able to be self-reflective
- Committed to understanding **diversity** and ensuring **anti-discriminatory** practice is applied in all forms of our work
- **Non-judgemental** with a commitment to self-care within the team
- **Collaborative**, building relationships with internal and external partners

Knowledge, Experience and Skills

- Demonstrable experience of working with women affected by domestic and sexual abuse, including experience of risk & needs assessment, casework and safety planning
- Experience of working with BAMER women and a diverse team, applying anti-discriminatory practice
- A sound understanding of the practical, emotional, social and economic issues facing women and children affected by domestic violence
- Experience of working within a multi-agency framework
- Knowledge of, and the ability to, confidently advise on the range of options available to survivors of domestic abuse including safe housing, criminal justice and civil remedies
- An understanding of the impact of trauma on women experiencing abuse
- Awareness of the intersection between severe and multiple disadvantages and VAWF, and a strong understanding of how the intersection of these issues can make it difficult for people to engage with support
- Essential knowledge of Safeguarding frameworks and Child Protection procedures and legal proceedings
- A resilient and assertive approach to reaching out to and building trust and positive relationships with women who have complex/multiple needs and who may present as reluctant to engage and/or may be presenting in crisis

Qualifications

CAADA /Safe Lives/Women's Aid IDVA or DAPA qualification, or the willingness to complete this, would be desirable.