

# Job Description

## For Social Care Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

### Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

#### Role Details

Job Title:	Domestic Abuse Worker	JEID	L0470
Salary Grade:	J		
Team:	Domestic Abuse Support Team		
Service Area:	Children and Families		
Primary Location:	Saltisford Office Park, Ansell Way, Warwick		
Political Restriction	This position is not politically restricted.		
Responsible to:	Operations Manager/Team Manager		
Responsible for:	N/A		

#### Role Purpose

To work within the Domestic Abuse Support Team to:

- provide services to across Warwickshire to improve outcomes for children, young people and families.
- work collaboratively with internal and stakeholders to achieve successful outcomes

#### Role Responsibilities

- To work within the Domestic Abuse Support Team to deliver support and services to whole families who are affected by Domestic Abuse.
- To facilitate and deliver groupwork programmes to fathers.
- Communicate with colleagues in Initial Response and safeguarding and Support to ensure children and families receive support at the appropriate level of intervention.
- Provide support for children and young people who are the subjects of Child Protection Plans.
- Provide support for victims of domestic abuse
- To work with perpetrators of domestic abuse.
- Attendance at meetings, including Child Protection conferences, strategy meetings and legal meetings.

- Manages a mixed case load, including a number of the more challenging cases that involve vulnerable people with complex problems.
- Preparation of reports for Court.
- Participation in the duty system, including undertaking child protection investigations under appropriate supervision.
- Works collaboratively with individuals, families, carers, communities, colleagues and other agencies.
- Provides support to a social work service, to a high professional standard, for individuals, families and groups in an anti-discriminatory manner.
- Ensures that all recording of activity is carried out in accordance with policy and procedures.
- To undertake any other reasonable duties when required.

## Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

### Essential Criteria

Assessed By:

Relevant professional qualification deemed appropriate by the council such-as Probation, Teaching or Professional Social Work qualification and current registration as a social worker with the Social Work England (SWE).	A, I, D
The ability to independently interpret and analyse varied and complex information or situations and to produce solutions	A, I
The ability to identify and respond to needs of clients which may be difficult to satisfy using enabling approaches whenever possible	A, I
The ability to undertake assessment of complex needs and develop, monitor and review appropriate programmes of care and support, involving multi-agency delivery, for and in partnership with clients and carers	A, I
The ability to act on behalf of the Council as an advocate in a formal setting	A, I
The ability to organise own workload including working under pressure to meet deadlines; dealing with conflicting demands and interruptions.	A, I
The ability to use own initiative to respond independently to difficult problems and unexpected situations deciding on the best course of action	A, I
Ability to communicate fluently, verbally and in writing, including complex reports, a variety of information, to a wide range of people	A, I
The ability and experience to cope with intense emotional demands arising from the nature of the client group	A, I

Experience of working within a team as well as on your own initiative	A, I
Mobility essential. Able-bodied applicants must be able to drive, have a driving licence and be a car owner. Disabled applicants should be able to perform the job with aid, where necessary.	A, I, D
Good IT skills, able to operate a keyboard, client database systems; Word and Email	A, I
Strong negotiating, influencing and persuading skills	A, I
Ability to manage successful relationships with internal and external stakeholders	A, I
Satisfactory check through the Disclosure and Barring Service	D

## Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

### Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

### Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

Provision of personal care on a regular basis	Driving HGV or LGV for work
Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
Working at height/ using ladders on a regular/ repetitive basis	Restricted postural change – prolonged sitting
<input checked="" type="checkbox"/> Lone working on a regular basis	Restricted postural change – prolonged standing
Night work	Regular/repetitive bending/ squatting/ kneeling/crouching
Rotating shift work	Manual cleaning/ domestic duties
Working on/ or near a road	Regular work outdoors
Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
Undertaking repetitive tasks	Working with challenging behaviours
Continual telephone use (call centres)	Regular work with skin irritants/ allergens
Work requiring hearing protection (exposure to noise above action levels)	Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
Work requiring respirators or masks	Work with vibrating tools/ machinery
Work involving food handling	Work with waste, refuse
Potential exposure to blood or bodily fluids	Face-to-face contact with members of the public

<input checked="" type="checkbox"/> Other (please specify):	Regular client contact or care
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