

**HARV Hyndburn and Ribble Valley Domestic Violence Team  
BAME Outreach and Group Worker**

**JOB DESCRIPTION**

Job Title:	Black, Minority and Ethnic (BAME) Outreach and Group Worker
Responsible to:	The HARV Domestic Violence Team Management Committee and Manager
Responsible for:	Providing a responsive service to BME survivors and potential survivors of domestic violence living in Hyndburn and Ribble Valley. To network effectively with a range of agencies working within Hyndburn and Ribble Valley in order to promote services for BAME women and children experiencing domestic abuse.
Salary:	£20,500
Working hours:	36.5 hours per week
Work location:	Based in Hyndburn and Ribble Valley

The post is funded as a fixed term contract. Pension arrangements are 8% of salary.

Section 7(ii)(e) of the Sex Discrimination Act and Section 5 (ii)(d) of the Race Relations Act apply. This post is exempt from the Rehabilitation of Offenders Act 1974 and is subject to a CRB check.

Applications from Women only.

**The post holder main duties include;**

1. Provide pro active service and advice to BAME victims of DV to keep them and their children safe.
2. Risk assess and deliver service specific to need and risk of client
3. Explain housing, civil and criminal legal options to clients
4. Safety planning and support plans with clients
5. Refer very high risk clients to MARAC's (Multi Agency Risk Assessment Conference)
6. Ensure that clients get the services to which they are entitled
7. Understand the legal framework relating to the protection of children including the policy and procedures of the local safeguarding children's board.
8. Support clients to develop their own support network
9. Refer on and arrange meetings with other agencies / services as necessary, for instance, solicitors, benefit agency etc
10. Manage a caseload
11. Maintain and update records of all cases

12. Follow procedures and protocols with other services so that the safety of the clients is kept central to any process
13. Keep other relevant agencies informed about important changes in clients situations
14. Undertake appropriate training
15. Provide a service, which is sensitive to all cultural and other differences and needs.
16. Work at all times within the policies, procedures and ethos of Employer.
17. Increase the awareness of local services on the needs and issues facing BAME women and children who are experiencing domestic violence.
18. Ensure the aims and objectives of the project are met.
19. To provide support on an individual and group work basis to survivors and potential survivors of domestic abuse.
20. To facilitate and encourage the use of the centre and the service provided by HARV domestic violence team.
21. To provide interpretation for clients whose first language is not English.
22. To deliver group support to service users – Freedom programme, Recovery Toolkit etc

## PERSON SPECIFICATION

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Personal requirements –

Qualifications, Training and Experience		
1	A relevant qualification IDVA, youth work or social work or equivalent experience	E
2	Safeguarding training/first aid training	E
3	2 years experience of working with adults experiencing domestic abuse	E
4	Experience of assessing risk, safety planning and developing a support plan	E
5	Interpretation qualification	D
Skills		
1	High level of interpersonal skills	E
2	Effective communication skills with colleagues and external agencies	E
3	Ability to identify and respond to the emotional needs of women and priorities workload	E
4	Administrative and report writing skills	E
5	Experience of delivering group and one to one support	E
6	Clean driving license and use of a car for work purposes	E
7	Knowledge of implementing health and safety procedures and safe working practices	E
8	Knowledge of domestic abuse and the impact it has	E
9	Ability to write case notes and use electronic case management system	E
10	Ability to speak the community languages of Hyndburn and Ribble Valley – Urdu Punjabi	E

Aptitude		
1	Ability to work as part of a small multi professional team	E
2	Ability to work under pressure and in stressful situations	E
3	Caring, non-judgmental and empowering approach	E
4	Ability to respond flexibly to the needs of the service and to prioritise situations and circumstance	E
5	Willingness to undertake training, identifying own training needs	E
6	Ability to work un supervised and to use own initiative	E