

## **Stirling and District Women's Aid Independent Domestic Abuse Advocate**

**Job title:** Independent Domestic Abuse Advocate

**Main Purpose:** To provide a high-quality frontline service to victims of domestic abuse, delivering a service to those at highest risk. To work within a multi-agency framework consisting of the MARAC and local partnership responses to domestic abuse.

**Organisational position:**

**Direct line manager:** Manager

**Peers:** Women's Support Workers, Children and Young People's Support Workers, Family Workers

**Direct reports:** None

**Volunteer responsibilities:** Women's support volunteers

### **Duties**

- Identify and assess the risks and needs of domestic abuse victims using an evidence-based risk identification checklist.
- Focus on and prioritise high risk cases and provide a pro-active, short to medium term crisis intervention service through individual safety planning and personal support.
- Work with high risk victims of domestic abuse to help them access services to keep them and their children safe.
- Advocate for high risk victims with agencies who can help to address the domestic abuse by:
  - I. Understanding the role of all relevant statutory and non-statutory services available to domestic abuse victims and how your role fits into them.
  - II. Providing advocacy, emotional and practical support and information to victims including in relation to legal options, housing, health and finance.
  - III. Working directly with all key agency partners to address the safety of high risk victims and ensuring that their safety plans are coordinated particularly through the MARAC.
- Manage a case load ensuring each client receives the appropriate service individual to their needs.
- Support the empowerment of the client and assist them in recognising the features and dynamics of domestic abuse present in their situation, and help them regain control of their lives.
- Understand multi-agency partnership structures and work within a multi-agency setting which will include participation at the MARAC. You will contribute interventions and help design a plan to protect victims and any

children, while maintaining an independent role on behalf of your client, keeping their safety as central to any response.

- *In accordance with your organisation's case management policy:* Be proactive with your *line manager* in carrying out periodic case reviews based on a review of risk and abuse which:
  - I. Feeds back into action planning to further progress, signpost or close cases and;
  - II. Provides feedback to your clients/agencies.
- Help maintain accurate and confidential case management records *and databases* and contribute to monitoring information for the service.
- Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work.
- Support colleagues and partner agencies, through awareness raising and institutional advocacy, in order to provide the best possible service for victims of domestic abuse.
- Respect and value the diversity of the community in which the services works in, and recognise the needs and concerns of a diverse range of survivors ensuring the service is accessible to all.
- Remain up-to-date and compliant with all organisational procedures policies and professional codes of conduct and uphold standards of best practice.

### Person Specification – IDAA Worker

Knowledge	Essential	Desirable
Have a good understanding of domestic abuse including the impact of domestic abuse on victims and their children.	✓	
Have theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of domestic abuse and their children.	✓	
Understand child protection issues, and the legal responsibilities surrounding these issues.	✓	
Understand the principles of risk assessment, safety planning and risk management for victims of domestic abuse and their children.		✓
Understand the remits and resources of relevant statutory bodies and voluntary agencies.		✓
Understand and be committed to equal opportunities and diversity issues in policy and practice.	✓	

<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>
Ability to communicate clearly and effectively	✓	
Hold a professional development award in Domestic abuse Advocacy, or a relevant degree, or demonstrable equivalent experience, <i>or be willing to undertake relevant study</i>		
Ability to plan, prioritise own workload and work independently	✓	
Ability to actively listen to others and to challenge constructively	✓	
Have strong crisis management skills and the ability to deal with stressful and difficult situations.	✓	
Ability to work well with others in a multi-agency and legislative framework.		✓
ICT literate	✓	
Drivers Licence and Access to car		✓

<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>
Experience of working / engaging with people who have experienced domestic abuse	✓	
Working with vulnerable people.	✓	
Experience of writing reports and keep up to date records	✓	
Experience of and commitment to building and working in partnership with other agencies and stakeholder to ensure successful delivery the service		✓

<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Be compassionate and empathetic with client's needs	✓	
Show initiative and be proactive when managing case load and interacting with clients and agencies	✓	
Act with integrity and respect when working with clients, agencies and individuals.	✓	
Work flexibly as part of a team.		✓
Motivate individuals and agencies to move through courses of action and decision making processes.		✓