**JOB PROFILE**

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| **POST:** | Practitioner and Trainer - MiDASS (Midwifery Domestic Abuse Support Service) Project |
| **SALARY:** | £24 868 per annum |
| **HOURS:** | 35 per week |
| **LINE MANAGER:** | IRIS and Health Project Lead |
| **RESPONSIBLE FOR:** | No direct line reports |
| **DURATION:** | Fixed Term for 31st March 2022 |

**JOB PURPOSE:**

The post holder will be responsible for delivering domestic violence and abuse (DVA) training to health professionals working with pre and post-natal women within a maternity hospital setting to improve their understanding of domestic violence and abuse (DVA) and to increase the numbers of victims identified and referred for support. The post holder will provide risk assessment, holistic support and advocacy for the individuals referred by the participating maternity hospital professionals.

**MAIN DUTIES AND RESPONSIBILITIES:**

**Hospital-Based Work**

* Deliver effective DVA awareness training to clinical and non-clinical staff members based within a maternity hospital setting.
* Promote an awareness of the experiences and needs of women who are living with, escaping or have a history of DVA particularly in relation to their health.
* Develop strategies and utilise appropriate tools (such as the Medical Power and Control Wheel) to demonstrate how health professionals may inadvertently collude with perpetrators.
* Develop and sustain a good relationship with all the maternity hospital staff and work effectively as part of the maternity team. This includes: provision of systematic support and advice to the maternity teams; meeting as required with small groups of clinical and administrative staff; attending team meetings as required and providing updates on available services.
* Ensure both clinical and non-clinical staff members within the maternity hospital have up to date information and promotional materials regarding the maternity support service, how to access training and make referrals.
* Provide timely case updates to health professionals as appropriate.

**Advocacy and Support Work**

* Provide effective one to one support, advice, information and advocacy to pregnant women and new mothers who are experiencing or who have experienced DVA as they are referred from participating maternity hospital departments. Maintain awareness of safeguarding and complete Early Help assessment or social services referrals as a matter of urgency.
* Regularly review needs and risk assessments at point of entry into the service and subsequently at appropriate intervals. Refer cases to MARAC where necessary.
* Formulate and review progress, against individual support plans through encouraging service user to set realistic goals whilst supporting them to make and implement informed decisions regarding their future.
* Develop good working relationships with external partners and liaise with appropriate support services to achieve the best outcomes for one to one service users.

**Contribution to Project Success**

* Manage workload to ensure compliance with local commissioning reporting requirements. Contribute to the development of the organisation’s online case management and reporting tool to ensure this is fit for purpose.
* Keep up to date with new DVA and health research and disseminate updates to clinical and non-clinical staff members and be adept at responding to challenges as they arise.
* Confidently present and promote the project and The Pankhurst Trust (Incorporating Manchester Women’s Aid, PTMWA) philosophy at events where asked to do so. Recognise when presentation content and delivery needs to be adjusted to suit different audiences.
* Assist in analysing large datasets, preparing written reports and using the data to inform future service delivery.
* Support the organisation to continuously meet its contractual requirements, ensure defined service standards are maintained and compliance with all statutory provision, PTMWA policies and procedures and quality standards.
* Willingness to work as a member of the IRIS and Health team to further the development and service provision into other health settings.
* To work with health professionals within the setting to ensure effective and safe patient care.

**General**

* Support the development of effective service user involvement activities in order to ensure the continued development of PTMWA services.
* Maintain a safe living/working environment within all PTMWA premises by undertaking risk assessments and health and safety checks of the office environment and community venues and crisis management.
* Follow strict PTMWA confidentiality procedures for all service users and their families
* Identify own training and development needs and participate in all training courses relevant to PTMWA’s commitment to providing high quality services.
* To work at all times with due regard to the policies and procedures of PTMWA, including financial regulations, participating in their development and amendment where required.
* Willingness to work outside normal working hours including early morning, evenings and weekends and to participate in promotional, fundraising and income generating events, activities and any other duties as may be reasonably required by the organisation.

**Other:**

* The post is subject to a DBS disclosure which will be carried out at appointment of a candidate.
* This post is subject to completion of a six month probationary period.
* Must be mobile to visit sites and work across the whole city as required.
* Post is open to women only under the Equality Act 2010, schedule 9, part 1.
* This post will be co-located within the participating Maternity Hospital Departments.

This job description is not designed to provide an exhaustive list of tasks and therefore the post holder is expected to undertake any other reasonable duties within the scope of the post as specified by their line manager.

**Organisational values**

Our staff, service users and volunteers have contributed to, and developed, a set of values that reflect who we are, what we do and why we do it.

**Generous:** sharing our skills, creating energetic positive links, and thriving together  
**Affirming:** supporting and inspiring, paying attention to discover what matters  
**Courageous:**challenging inequality, stepping forward and making change  
**Rooted:** secure and participating in our communities, nurturing a sense of belonging

**PERSON SPECIFICATION**

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| **CRITERIA** | **ESSENTIAL/DESIRABLE** | **ASSESSED** |
| EDUCATION/QUALIFICATION |  |  |
| Relevant professional qualification for example IDVA/ISVA,  Health Care Professional (nurse/midwife), Social Work or equivalent experience | D | Application Form |
| Training qualification such as ‘Train the Trainer’ | D | Application Form |
| EXPERIENCE |  |  |
| Experience of developing and delivering training to professionals | D | Application Form/Interview |
| Experience of delivering presentations to audiences | E | Application Form/Interview |
| Experience of working within or in partnership with the NHS or other healthcare providers. | D | Application Form/Interview |
| Experience of working *with* a multi-agency/partnership approach | E | Application Form/Interview |
| Experience of working in a regulated environment and managing risk, assessing needs and support planning | E | Application Form/Interview |
| Experience of completing Early Help assessments, RIC or other comprehensive assessments | E | Application Form/Interview |
| Recent and significant experience of working with vulnerable people including experience of working with people affected by domestic violence and sexual abuse in a one to one setting | E | Application Form/Interview |
| Experience of an outcome-led approach to working and developing a monitoring framework: providing regular monitoring reports to a range of audiences | E | Application Form/Interview |
| KNOWLEDGE AND UNDERSTANDING |  |  |
| Knowledge of effective training strategies and learning methods | E | Application Form/Interview |
| Knowledge of the current health climate and the role of maternity services in health | D | Application Form/Interview |
| A good understanding of confidentiality and appropriate personal/professional boundaries | E | Application Form/Interview |
| A working knowledge of child protection and safeguarding children and vulnerable adults | E | Application Form/Interview |
| An excellent level of understanding of the impact of domestic violence and abuse, poverty and disadvantage on individuals and families, in particular relation to health. | E | Application Form/Interview |
| Understanding of working with service users with complex needs associated with mental health, drugs and/or alcohol | D | Application Form/Interview |
| A sound working knowledge and understanding of statutory and legal provision for people experiencing domestic abuse including housing, welfare and policy | E | Application Form/Interview |
| The ability to work sensitively within BAMER communities | E | Application Form/Interview |
| **SKILLS AND ABILITIES** | | |
| The ability to communicate effectively with health professionals both individually and in group training | E | Application Form/Interview |
| The ability to assist in the analysis large datasets, evaluate training and disseminate to health audiences | D | Application Form/Interview |
| Ability to effectively communicate with a range of people on a  1:1 and group basis | E | Application Form/Interview |
| Ability to design, deliver and evaluate creative intervention for adults in a 1:1 session | D | Application Form/Interview |
| Ability to work in a non-directive and empowering way with service users enabling them to regain independence | E | Application Form/Interview |
| Ability to work effectively with partner agencies to obtain appropriate outcomes for service users | E | Application Form/Interview |
| Ability to maintain up to date and accurate case files and individual support plans | E | Application Form/Interview |
| Ability to work on own initiative and prioritise work in a busy, and ever changing environment | E | Application Form/Interview |
| Ability to prepare and present reports and information in an accurate concise and meaningful manner | E | Application Form/Interview |
| Ability to critically assess own performance and reflect on own practice, making changes where necessary | E | Application Form/Interview |
| To have excellent report writing and IT skills including PowerPoint, Excel and Word | E | Application Form/Interview |
| **OTHER** |  |  |
| Commitment to equal opportunities and anti-discriminatory practice | E | Application Form/Interview |
| Willingness to undertake training and a commitment to continuous professional development | E | Application Form/Interview |
| Willingness to work flexibly and ability to travel to different sites and venues. The successful candidate must be a driver and have access to a vehicle to fulfil the duties of the role | E | Application Form/Interview |

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| **POST HOLDER SIGNATURE:** |  | **DATE:** |  |
| **LINE MANAGER SIGNATURE:** |  | **DATE:** |  |