**IRIS GP Lead Job Profile**

**Position title:** IRIS GPLead

**Responsible to:** Director of Operations

**Hours:** 7.5 hours per week (2 sessions per week 3.75 hours)

**Duration:** Ongoing subject to funding

**Location:** Travel will be required within the role

**Salary:** £66.70 per hour

**IRIS (Identification and Referral to Improve Safety) GP Lead**

IRIS is a national research based domestic violence and abuse (DVA) training, support and referral service for General Practices and is a collaboration between primary care and third sector organisations specialising in DVA

Applicants should be a Practising Clinician, or be able to evidence extensive previous experience. Applicants need to demonstrate a good knowledge base and have an understanding of domestic violence and abuse and sexual violence as a gendered issue and of the local health economy.

The IRIS GP Lead has responsibility to:

* Develop and deliver DVA training for clinicians in general practice to increase the understanding of and improve the response to DVA.
* The Update training preparation includes preparing a practice report on DVA and HARK recording in the practice, discussing this in training and feedback to the IRIS service.
* Promote awareness of the experiences and needs of patients living with current or historic DVA, particularly in relation to their health.
* Play an active role in the formulation of research and evaluation of the IRIS service.
* Work with the IRIS Health Lead and team to promote the IRIS project and support the continued growth of the project in the local area, utilising key contacts to support the implementation with local GP community. In addition, using a range of tools (e.g. GP Bulletin).
* Report to the Manchester IRIS Steering Group, and additional review meetings as required, including contribution to regular reporting.
* Work with the IRIS Health Lead to meet KPI’s and work to the NHS standards contract.
* Respond to queries from clinicians on DVA and staff regarding DVA and to be the sounding board on DVA concerns for fellow clinicians ensuring that they have knowledge of referral pathways into the IRIS service.
* Work with the IRIS team to engage ‘hard to reach’ general practices.
* Develop and maintain an up to date working knowledge of DVA and health both locally, regionally and nationally.
* To deliver GP Registrar training work across North, South and Central Manchester

The IRIS GP Lead role includes:

* Working closely with the IRIS Advocate Educators (AE’s) to provide training to general practices and peer support and advice to clinicians.
* Support and provide the training sessions for clinicians in general practice on understanding and responding to Domestic Violence and Abuse (DVA).
* Encourage clinicians to ask patients about their experience of abuse and respond, record, assess immediate risk and refer.
* Provide peer support and maintain an effective relationship with general practice teams; including delivering presentations and attending local meetings as necessary.
* Work in partnership with the Advocate Educators.
* Build and sustain strong links with key partners (e.g MHCC Manchester Health Care Commissioners, Safeguarding Team).

**Knowledge, skills and abilities (Shortlisting criteria)**

It is essential that the post holder has the following:

* Experience of delivering training and presenting to a range of audiences.
* An understanding of DVA as a major public health issue.
* An understanding of Patient Electronic Medical Record Systems, e.g. EMIS
* Experience of IT literacy and ability to work remotely as required
* Knowledge of DVA and its impact on women, young people and children and men, with an understanding of the gendered nature of violence and abuse
* Knowledge of local DVA Services
* An understanding of the relationship between DVA and safeguarding
* An understanding of the impact of multiple, intersecting oppressions (e.g. sexism, racism, homophobia, ableism, etc) and the consequent barriers for some survivors of domestic abuse and sexual violence to accessing health and other services
* Understanding of health inequalities and of local demographics
* A commitment to anti-oppressive practice and a commitment to challenge sexism, racism, and other forms of discrimination
* RCGP protocols and position statements on information sharing, Knowledge of information sharing, confidentiality, Data Protection and recording.
* Experience of providing peer support, mentoring and leadership.
* Manchester Safeguarding Partnership protocols

It is desirable that the post holder has the following:

* Ability to think and plan ahead, balancing needs and constraints
* Ability to articulate clearly in an objective manner and challenge constructively
* Ability to influence others & develop workable solutions
* Ability to provide an unbiased view when discussing thought provoking / challenging topics

**General Information**

* The IRIS project is delivered by the Pankhurst Trust (Incorporating Manchester Women’s Aid), a Manchester based third sector organisation with over forty years’ experience of delivering DVA support services.
* The project is funded by Manchester Health and Care Commissioning.
* Funding is secured for 3 years with the option to continue beyond this subject to future funding.
* The IRIS GP Lead is for 2 sessions per week for 40 week i.e. 7.5 hours per week per annum with flexible working arrangements.
* Should the role involve undertaking more sessions than specified above and there are GP Clinical Lead funds underutilised then these may be claimed against.
* A clinical training session involves a two-hour clinical teaching session plus payment for up to a maximum of one hour for preparation, set-up, feedback and travel time.
* Attendance at IRIS Steering Group Meetings up to a maximum of two hours for the meeting and one hour for any associated administration work.
* Attendance is required or alternative cover arranged at two IRIS National Update Sessions (paid as two sessions work plus 2 hours travel allowance to a maximum of £125 each meeting).
* Flexibility is required to accommodate training schedules in practices.
* The GP Lead will submit monthly invoices to the Finance Department of the Pankhurst Trust (Incorporating Manchester Women’s Aid) to cover the sessions delivered.

**Other:**

* The post is subject to a DBS disclosure which will be carried out at appointment of a candidate.
* The applicants will require a current UK Professional registration with the GMC.
* A currently practising GP or be able to evidence extensive previous experience.

* 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.

Our staff, volunteers and service users have taken time to reflect on who we are and what we do when we are at our best. This reflection showed that we can proudly claim to be:

**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

This job description is not intended to be an exhaustive list of duties, but it aims to highlight the typical key responsibilities of the post. It may be reviewed from time to time to ensure that it relates to the job as then being performed, or to incorporate required changes. This process will be conducted in consultation with the post holder in line with the Trust Job Evaluation Policy and Process.

*For more information, please get in touch with Nabeela Hussain* [*n.hussain@manchesterwomensaid.org*](mailto:n.hussain@manchesterwomensaid.org)

*Applicants will be required to submit* a covering letter and CV *no later than 02.08.21 9am to* [*n.hussain@manchesterwomensaid.org*](mailto:n.hussain@manchesterwomensaid.org) *Interviews will be held (remotely) on 02.09.21 and 03.09.21. The successful candidate will be required to attend the three day (remote) IRIS Train the Trainers course in September – dates TBC*