

Hospital Independent Domestic Violence Advisor

Role profile

Department	Specialist Housing		
Job number		Reports to	Team Leader
Date effective	12/01/2024	Salary band	SC6

Purpose

The IDVA will work closely with victims of domestic abuse in a hospital setting, from the point of crisis, to provide high quality independent advocacy and support to survivors of domestic abuse at the highest risk and their children.

The job involves working within a multi-agency framework consisting of the MARAC and local partnership protocols and procedures that prioritise the safety of survivors. The post holder will work in partnership with the Hospital Trust and the Commissioners in improving strategic and operational links and joint working. This may include training to hospital staff to improve awareness and understanding of domestic abuse. The post holder will be based within the Maternity and A&E wards within Oxfordshire NHS Trust and will carry a caseload of survivors and their children that require additional support. The post holder will empower survivors by providing them with emotional, practical, and personal welfare support.

Key responsibilities/ deliverables

Hold a caseload and work to conduct comprehensive assessments of needs and risk (DASHH) for women experiencing domestic abuse referred to our services, carry out short- and longer-term risk management, safety planning and support.

Ensure effective access to the service for women and girls and encourage their engagement with services, through multi-agency working and service flexibility.

Whilst working with high risk victims of domestic abuse to help them access services to keep them and their children safe, all referrals should be suitably passed to either internally within the service or sign posted to other service providers as required.

Develop and deliver support plans that include delivery of high-quality face-to-face or telephone crisis intervention, information, advocacy, and support, in respect to

criminal and civil remedies, housing, health, welfare rights, children's legislation and other appropriate interventions.

To provide practical and emotional support to women and men, applying the principles of effective casework when supporting survivors of domestic abuse at the highest risk and their children and to advocate for survivors to ensure their needs are met.

Advise clients of their rights and options for seeking help and support from other agencies, making referrals and co-ordinating the provision of multi-agency support where necessary, and proactively advocate ensuring barriers to accessing support and protection are minimised.

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.

Having an understanding of 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.

To develop and deliver individual support and risk management plans to address the risk of harm to survivors of domestic abuse and their children, working directly with all key agency partners to ensure that their plans are coordinated through the MARAC.

Attend Child Protection and MARAC meetings as required and also attend court, advocating on client's behalf, advising on all aspects of family /criminal justice system and their legal rights.

Take referrals from clinicians in response to routine enquiry or other disclosure and provide a timely response which ensures the clients needs are met.

Ensure that agreed case recording and monitoring systems are kept up to date and secure, and write internal and external reports where required, including for safeguarding conferences, team meetings, managers and others as required.

Support colleagues and partner agencies, through awareness raising and institutional advocacy, in order to provide the best possible service for victims of domestic abuse.

Line management

Direct reports: *None*

Indirect reports: *None*

Key internal contacts

Team Leader, Operations Manager, Specialist Housing Officers, Service users, Specialist Housing Team, Outreach Officers, Access Officers

Key external contacts

Local Authority, Social and Healthcare, NHS Trust, Jobcentre, Schools and Colleges, Police, Probation Service, National Health Service, Housing Providers, local voluntary agencies. Solicitors, Family Centres, Ethnic Minority Business Service, Interpreters.

Operating environment/ dimensions

An exciting opportunity to work with NHS Trust and the Oxfordshire County Council to case manage medium risk clients within maternity and A&E wards. In addition, you will work with high and standard-risk cases, ensuring they are referred to the appropriate services for further support. The post-holder will be expected to be based at John Radcliffe maternity ward/A&E but a high degree of collaboration with partner stakeholders will be required including working from other hospital trust locations and other locations in accordance with service development.

Knowledge, skills and competencies	Essential	Desirable
Qualifications/training		
Educated to GCSE level or equivalent in Maths and English (Grades A*- C)	A	
A relevant qualification or training, for example in domestic violence/abuse, criminal justice, law, social work or other related area, by a recognized body such as SafeLives		A
Knowledge of child protection issues and legal responsibilities	A	
Good understanding of trauma-informed practice		A/I
Knowledge and skills		
Extensive knowledge of the issues relating to domestic violence including the barriers survivors face in accessing services and how to address these	A/I	
Experience of risk and needs assessment and safety and support planning, particularly with clients with complex/multiple needs.	A/I	

An excellent understanding of the criminal justice system and relevant legislation with particular regard to legal and civil options, housing, benefits, matrimonial and children.	A/I	
Experience of managing complex multiple caseloads and seeing the case through to the end	A/I	
A thorough understanding of violence against women and girls with a particular focus on the dynamics of domestic abuse (physical, emotional and sexual violence, honour- based violence, forced marriage, stalking and harassment) and its impact on women, children, families and communities.	A/I	
Experience of working in multi-agency settings including statutory and voluntary services, with an ongoing commitment to partnership working	A/I	
Experience of partnership working and of maintaining excellent working relationships with a range of stakeholders.	A/I	
An ability to manage crisis situations calmly and with a problem-solving approach. Excellent advisory, guidance, negotiation, and persuasive skills in order to influence outcomes for service users	A/I	
A working knowledge of Harmful Practices (forced marriage, dowry conflict, honour abuse, disownment, FGM and abuse based on faith and belief		A/I
Excellent interpersonal and communication skills, able to communicate effectively both orally and in writing. Able to work effectively within a team setting and alone.	A/I	
A2Dominion values: Caring by nature; Working better together; Thinking for tomorrow		
<i>When applying the A2Dominion Behaviours, they should be contextualised by adding examples at one of three levels:</i>		
1. Staff Level - Leading Self – <i>Where the focus is on taking responsibility for delivering personal and organisational goals in a socially responsible “can-do” way</i>		
<i>All the behaviours for success will be referenced during the interview process and below are examples of how they will be demonstrated in the role.</i>		
Competency		
Influential - Gaining other people’s trust by demonstrating openness and honesty, behaving consistently, and acting in accordance with moral, ethical, professional and organisational guidelines.		
Future focused – looks towards finding the best solutions for each client		
Engaging - Achieves collective outcomes by building effective relationships both with clients and key stakeholders.		
Resilient - Ability to deal with distressed and vulnerable clients.		
Performance focused - delivers a consistently high service and gets positive outcomes for clients.		

This role profile outlines the main responsibilities and requirements of the post. All employees are expected to comply with reasonable management requests to carry out additional or alternative duties.

How we will assess your match to the job:

- A = Application
- T = Testing
- I = Interview
- TS = Telephone Screen