



## Raneem's Law Domestic Abuse Specialist Job Description & Person Specification

<b>Job title:</b>	Raneem's Law Domestic Abuse Specialist
<b>Responsible to:</b>	Raneem's Law Team Coordinator
<b>Contract:</b>	12 months initially with possible extension
<b>Hours:</b>	101.5 hours per month working 10am – 1am over a 4-week shift pattern Mon-Sun
<b>Salary:</b>	£33,000 FTE (£22,000 actual salary)
<b>Work location:</b>	Bradford/Wakefield

### **Background:**

Raneem's Law is a national initiative designed to strengthen the police response to domestic abuse by embedding independent domestic abuse specialists within police Customer Control Centres (CCCs).

The aim of the programme is to improve the quality consistency and timeliness of police decision-making at the first point of contact ensuring that risk is accurately identified victims are effectively engaged and opportunities to safeguard and protect individuals are not missed.

The West Yorkshire pilot involves embedding a specialist domestic abuse service within CCCs working in close partnership with West Yorkshire Police. The service plays a critical role in improving frontline responses to domestic abuse enhancing victim safety and embedding trauma informed victim centred practice within policing.

This role supports frontline operational delivery within the CCC environment and is focused on improving police responses to domestic abuse through real time advice risk assessment support and victim engagement.

### **Job summary:**

The Raneem's Law Domestic Abuse Specialist works within West Yorkshire Police CCC as part of an embedded specialist domestic abuse team.

The postholder works alongside police officers and staff to improve the response to victims/survivors of domestic abuse. The primary function of the role is to support call handlers officers and control room staff to ensure risk is correctly identified and victims are appropriately safeguarded.

The role is primarily desk based and includes listening to domestic abuse calls reviewing police risk assessments and providing operational advice based on police systems and professional expertise.

The postholder plays a key role in upskilling police staff promoting best practice and ensuring consistent trauma informed victim centred approaches within the CCC environment.

### **Main Duties and Responsibilities:**

1. To quality assure the standard of response that victims/survivors of domestic abuse receive when contacting the police.
2. Listen to domestic abuse calls within the CCCs and provide feedback to call handlers on victim engagement highlighting repeat victimisation perpetrator history and escalation trends.
3. Provide operational advice support guidance and constructive challenge to police officers and staff dealing with domestic abuse incidents including review of risk assessments and escalation where necessary.
4. Ensure victims/survivors voices context and vulnerabilities are clearly understood and recorded at the point of assessment supporting trauma informed approaches that minimise re traumatisation and maximise victim safety.
5. Promote best practice in communication risk identification and survivor-centred policing across CCC operations.
6. Maintain and develop effective working relationships with partner agencies to support appropriate referrals including awareness of legal housing and welfare services.
7. Consider the needs and safety of adults, children and young people ensuring appropriate safeguarding action is taken at all times.
8. Maintain accurate confidential records on police systems in line with GDPR and relevant legislation.
9. Demonstrate a commitment to equality diversity and inclusion in all aspects of service delivery.
10. Participate in multi-agency working and contribute to training and learning sessions as agreed with the line manager.

### **Safeguarding, Quality Assurance & Professional Standards**

1. Ensure safeguarding concerns relating to adults, children and young people are identified and escalated appropriately.
2. Maintain compliance with safeguarding procedures, information governance, GDPR and police systems at all times.
3. Maintain high standards of professional practice including, accurate timely and confidential record keeping.
4. Promote equality diversity inclusion and anti-discriminatory practice across all aspects of work.
5. Maintain professional boundaries resilience and sound judgement in a high-pressure operational environment.



## STAYING PUT

**Raneem's Law West Yorkshire**

Listening with care.

Acting with compassion.

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### **General duties:**

1. Work shift patterns including evenings weekends and unsociable hours as required.
2. Develop and maintain effective working relationships with West Yorkshire Police to support partnership working.
3. Attend induction, training and ongoing learning and continuous professional development.
4. Participate in supervision, appraisal and performance review processes.
5. Undertake any other duties appropriate to the scope and grade of the role as required.

## Person Specification

Whilst having any or all of these skillsets below are advantageous to the role, we recognise that many candidates may not possess all of them and welcome applications from people with suitable transferable skills.

A = Application Form I = Interview

### KNOWLEDGE AND QUALIFICATIONS:

1	Have a recognised domestic abuse qualification or experience of working in a relevant field	A
2	Good understanding of violence against women and girls with a focus on domestic abuse dynamics and impact on children, families and communities	A/I
3	Knowledge of safeguarding practice, procedures and legislation	A/I
4	Knowledge of the range of statutory and voluntary agencies with which victims/survivors and children may come into contact when experiencing domestic abuse including local specialist services	A/I
5	Knowledge of current civil and criminal law enforcement and practice in relation to domestic abuse	A/I

### EXPERIENCE

1	Experience supporting individuals affected by domestic abuse forced marriage or honour based abuse	A
2	Experience of risk and needs assessment, safety and support planning, particularly with clients with complex/multiple needs	A/I
3	Experience of working with or alongside police services or within a control room environment	A
4	Experience of working with MARAC or multi agency safeguarding processes	A/I

### SKILLS

1	Strong listening skills with the ability to communicate effectively with a wide range of people	A/I
2	Ability to assess risk provide advocacy and apply professional judgement in live situations	A/I
3	Strong organisational skills, attention to detail and with the ability to manage competing priorities	A/I
4	Ability to work effectively as part of a team and independently while maintaining professional boundaries	A/I
5	Flexible, proactive approach with the ability to prioritise workload effectively	A/I
6	Ability to work under pressure and manage crisis situations effectively	A/I
7	Ability to promote safeguarding and wellbeing of children young people and vulnerable adults	A/I



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8	Ability to understand complex and sensitive issues and provide sound, professional and reliable advice	I
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### GENERAL

1	Full valid driving licence with business use insurance.	A
2	Commitment to safeguarding confidentiality information governance and anti-discriminatory practice	A/I
3	Commitment to equality diversity inclusion and maintaining high professional standards including understanding of the feminist perspective on how gender social economic race cultural linguistic religious and sexual orientation issues may impact on people's lives	A/I
4	A 'can do' attitude with the ability to work proactively take initiative and respond effectively to changing operational demands while maintaining focus on risk reduction and victim safety	A/I
5	Willingness to work flexible shift patterns including evenings weekends and unsociable hours and to engage in continuous professional development	A/I

***Due to the nature of this role you will be required to undergo enhanced police vetting***