

Working within the Community Services, Early Intervention & Prevention Team, the post holder will provide specialist, trauma-informed advocacy and support to men and boys affected by domestic abuse. The role delivers both early intervention and crisis support, helping individuals to reduce risk, increase safety and achieve positive outcomes.

The post holder will contribute to the delivery of the EIP service through advocacy, safeguarding, preventative interventions, outreach, community-based activities and partnership working.

Working directly with male victims and survivors of domestic abuse, including adult men, boys and young people, the post holder will provide holistic, person-centred support that promotes safety, recovery and resilience. They will ensure each individual's voice, wishes and lived experience are at the heart of assessment, safety planning, decision-making and multi-agency responses, empowering them to make informed choices and access the support they need.

Prime objectives of post

1. To deliver a high-quality, trauma-informed frontline service to men and boys affected by domestic abuse, providing tailored support that promotes safety, reduces risk and improves outcomes.
2. To provide person-centred advocacy and practical support, empowering male victims and survivors to make informed choices, build resilience and access the services they need, including those who have experienced sexual violence.
3. To deliver early intervention and preventative support to boys and young men, contributing to the Early Intervention & Prevention service through timely interventions, outreach and partnership working to reduce harm and prevent the escalation of domestic abuse.

General Duties

1. To be familiar with the aims and objectives of the organisation and the wider consortium partnership arrangements
2. To remain up to date on all legal and practice issues relating to the role
3. To adhere to the Code of Conduct at all times
4. To maintain statistical data and information in order to contribute to the monitoring and evaluation of services.
5. To ensure that the service complies with the legal framework that protects the safety of vulnerable adults and children, adhering to the Local Safeguarding Adult & Children's Board policies and procedures and the practical implications of this are understood.

Range of Duties

1. Listen to service users supporting them to identify concerns, risks and priorities in a safe, trauma-informed way.
2. Undertake ongoing risk and needs assessments, responding appropriately to males who may still be living with, or in contact with, perpetrators of abuse.
3. Develop, implement and regularly review individual, person-centred safety and support plans, informed by assessed risk, safeguarding processes and service user wishes.
4. Ensure service users are aware of, and supported to access, the services, protections and options to which they are entitled.
5. Provide advocacy and representation for service users when engaging with statutory and voluntary agencies, ensuring their voice is central to decision-making.
6. Support service users to build confidence, resilience and emotional wellbeing through 1–1 and group-based interventions, including work focused on safety, healthy relationships and understanding the dynamics of domestic abuse.

7. Support service users to develop and strengthen their informal and formal support networks, promoting longer-term safety and independence.
8. Maintain effective communication with relevant agencies, sharing information appropriately to safeguard male survivors.
9. Hold a caseload, undertaking face-to-face risk and needs assessments, and developing safety and support plans.
10. Ensure the views, wishes and lived experiences of boys and men are represented within multi-agency forums, including MARAC and safeguarding meetings.
11. Provide a safe, inclusive and supportive environment that promotes physical, emotional, social and psychological wellbeing and responds to diverse needs.
12. Develop and deliver culturally responsive support plans, monitoring and reviewing progress against agreed outcomes.
13. Liaise with schools, colleges, community organisations and partner agencies to support individuals in environments that matter to them.
14. Contribute to Early Intervention & Prevention activity, including community outreach, awareness-raising and preventative group work.
15. Develop and deliver domestic abuse awareness training and workshops for professionals, volunteers and community groups, supporting early identification and appropriate responses.
16. Maintain accurate and timely records on the OASIS case management system, ensuring information is up to date and reflects current risk and interventions.
17. Gather regular feedback from service users and stakeholders to support service development, learning and continuous improvement.

The duties of this post may vary from time to time, without altering its overall nature.

This information is designed to help employees understand and appreciate their role within the organisation and across the partnership contract offer. The following points should be noted

1. Whilst every endeavour has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings therefore have been used which assume that all the usually associated routines are included.
2. Employees should not refuse to undertake any work, which is not specified on this form.

Personnel Specification

(Essential unless stated)

Knowledge and experience	▪ Must have a proven track record of supporting people (adults and children affected by domestic abuse and or sexual abuse violence ▪ Must have a proven track record of partnership working and have the skills and ability to build and maintain positive relationships with partners ▪ Must have the ability to deal with changing priorities and unique situations and respond effectively to these seeking to resolve issues promptly ▪ Strong team working capabilities and ability to liaise and co-ordinate effectively with peers in the area to achieve service objectives. ▪ Must be able to communicate effectively both verbally and written form with service users, colleagues and partners ▪ Must show an ability to articulate views and ideas in a persuasive way ▪ To demonstrate a commitment to the principles of equal opportunity and diversity ensuring inclusivity across all aspects of service delivery
Skills	▪ Must be able to keep up to date with current thinking, developments and research and incorporate these into service provision. ▪ Must be committed to ensuring the delivery of quality services taking account specific account of the needs of clients ▪ Possess IT skills, including use of Databases, Word, Outlook and Excel ▪ Ability to operate within a quality assurance framework, ensuring objectives and targets are met on time.
Personal attributes	▪ A strong team player who possesses tact, diplomacy and negotiation skills, is resilient under pressure, and able to prioritise workload effectively ▪ Ability to produce practical and creative solutions to issues and problems ▪ An understanding of the feminist perspective on how gender, social, economic, race, cultural, linguistic, religious and sexual orientation issues may impact on people's lives ▪ Ability to demonstrate a commitment to the principles of equal opportunity and diversity ensuring inclusivity across all aspects of service delivery ▪ Must have an empathic, non-judgmental, non-directive and anti-discriminatory approach ▪ Possess a high level of self-motivation with a 'can-do' attitude that can inspire others Other ▪ Willingness and flexibility to work evenings in line with service need. ▪ A current driving licence with access to a vehicle for work purposes. ▪ Willingness to undergo an enhanced DBS check with a satisfactory outcome.
Education / qualifications	▪ Level 3 Math and English ▪ SafeLives accreditation, or commitment to working towards this
Our values are - Inclusivity, Integrity, Passion and Drive	

Terms and Conditions of Employment

Job Title	Male IDVA		
Salary	£27,554 - £28,735 FTE per annum (depending on qualifications)		
Hours of Work	15 Hours per week The post holder may be required to work some unsocial hours. Flexible working – core hours are 10am until 4pm – see Flexible working policy		
Annual Leave	30 Days (pro rata for part time employees.) The annual leave year runs from 1 st April to 31 st March.		
Birthday Leave	Day off for your birthday in addition to annual leave		
Bank Holidays	8 Statutory Bank Holidays (pro rata for part time employees)		
Pension	Staying Put offers an employer contribution of 3% to the company's stakeholder pension scheme with auto enrolment after 12 weeks. Employees contribute 5% after enrolment.		
Wellbeing	Staying Put regards the health and well-being of their staff as pivotal to creating a healthy workforce. Therefore, Staying Put provides an Employee Assistance Programme (EAP) to all staff and a healthcare plan with GP access and discounted gym memberships for all staff confirmed in post. Agile Working and Flexible Working policies are in place to assist with work life balance.		
Employee Benefits	An employee discount scheme and financial wellbeing benefit, with access to financial coaches, are in place for all employees.		
Death-in-service Benefit	2x annual salary		
Probationary Period	The post holder will need to satisfactorily complete a 4-month probationary period.		
Expenses & Car Usage	Expenses are reimbursed in line with the expenses policy. 55p per mile is paid to staff that use their own vehicles for journeys they have to take in the performance of their duties. Appropriate insurance must be in place.		
Sickness	Years of service Up to probationary period Post Probationary period	Full pay SSP Only 2 months	Half pay SSP only 2 months