

The Domestic Abuse Intervention Facilitator is part of Staying Put's Early Intervention and Prevention Team, delivering specialist support programs across diverse settings. This role empowers individuals with awareness tools to build resilience, positive relationships, and long-term recovery from the impact of domestic abuse and/or sexual violence.

The postholder will be creative and engaging in their approach, ensuring material is delivered in a trauma-informed way while adopting a whole-system approach to safeguarding and support planning. Working closely with statutory and third-sector partners, the Domestic Abuse Intervention Facilitator will establish clear communication pathways, deliver training opportunities, and enhance partnership working to improve the support available for survivors.

Prime objectives of post

1. To deliver a comprehensive model of group work programs and one-to-one sessions focusing on recovery, resilience, and asset-building for individuals impacted by domestic abuse and/or sexual violence.
2. To develop and deliver domestic abuse-related awareness sessions and training for professionals to enhance joint working, referral pathways, and survivor support mechanisms.
3. To provide early intervention programs across various settings, such as community centres, family support services and voluntary sector organisations.
4. To build assets and enhance resilience for families, professionals, and communities.

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 always adhere to the Code of Conduct
4. To maintain statistical data and information 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 Adults & Children's Board policies and procedures and that the practical implications of this are understood.

Range of Duties

1. To work alongside colleagues in the Early Intervention and Prevention Team to provide community-based support for individuals who have experienced or are currently experiencing domestic abuse and/or sexual violence, including those with complex needs.
2. To ensure appropriate and effective service delivery, including risk assessment, safety planning, internal referrals, and referrals to external agencies and MARAC.
3. To develop and deliver culturally appropriate programs, increasing knowledge of healthy relationships and building confidence and self-esteem.
4. To provide emotional and practical support to service users, enabling them to develop confidence, self-esteem, and skills for independent living.
5. To engage in partnership working, building relationships with professionals across statutory and voluntary sectors to improve referral pathways and access to support.
6. To contribute to the development and support of volunteers within the Community Services Team.
7. To support the development of client-led peer support groups to enhance long-term recovery and resilience.

8. To work alongside local authority training leads to increase understanding of services available and strengthen multi-agency responses.
9. To maintain accurate records and case management systems, ensuring data quality and consistency.
10. To adhere to safeguarding policies and procedures, working in line with local Safeguarding Adults & Children's Board policies.

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	▪ Demonstrated experience in providing support to individuals affected by domestic abuse, sexual violence and/or complex needs. ▪ Must have experience of developing and delivering group work programmes, presentations, and events. ▪ Experience in managing a caseload of clients. ▪ Must have experience of partnership working and have the skills and ability to build and maintain positive relationships with partners, agencies, organisations and the wider community. ▪ Proven experience in effectively engaging diverse audience groups. ▪ Must stay updated on current legislation, research, and developments to enhance service provision. ▪ Experience of delivering quality services, considering the individual needs of clients through a trauma-informed, person-centred, and holistic approach. ▪ Ability to demonstrate an understanding of confidentiality and adhere to safe work practices in alignment with safeguarding legislation, General Data Protection Regulation, and other applicable legal requirements.
Skills	▪ Should demonstrate the ability to express views and ideas effectively. ▪ Evidence of the ability to communicate clearly and concisely both verbally and in written form, including the ability to listen actively and match communication to the needs of the recipient. ▪ Ability to effectively present information across diverse settings, including group environments, formal training sessions, and managing feedback and challenges with confidence. ▪ Must have the ability to deal with changing priorities and unique situations and respond effectively to these seeking to resolve issues promptly ▪ Have excellent computer literacy skills and experience of working with databases. ▪ Ability to keep accurate records and monitor statistics. ▪ 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 ▪ Must be committed to ensuring the delivery of quality services taking specific account of the needs of clients ▪ 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 ▪ Demonstrate a strong commitment to the objectives and values of Staying Put ▪ Open to and supportive of change, ensuring continuous improvement ▪ Must have a current driving licence with access to a vehicle for work purposes ▪ Undergo a DBS check with a successful outcome

	▪ Evidence of continuous professional development.
Education/qualifications	Level 3 Maths and English Qualification in a relevant subject (including teaching) or comparable professional experience. Relevant training and development qualifications (desirable).
Our values are - Inclusivity, Integrity, Passion and Drive	

Terms and Conditions of Employment

Job Title	Domestic Abuse Intervention Facilitator 12-month maternity cover		
Salary	£27,554 - £28,735 FTE per annum, depending on qualifications. (30 hours is £22,043 - £22,988 per annum)		
Hours of Work	30 hours per week over 4 days, or 37.5 hours per week over 5 days – to be discussed. The post holder may be required to work some unsocial hours. Flexible working – core hours are 10 am to 4 pm – see Flexible working policy		
Annual Leave	30 Days (pro rata for part-time employees). The annual leave year runs from 1st April to 31st 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 who 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	Full pay	Half pay
	Up to probationary period	SSP Only	SSP only
	Post-probationary period	2 months	2 months