

The Domestic Abuse Mental Health Intervention Facilitator will be a key part of the Hope and Light programme. This role focuses on delivering specialist support programs that address both the impact of domestic abuse and the needs of those living with serious mental illness or symptoms of serious mental illness, with a particular focus on ethnically and culturally diverse communities. The postholder will provide tailored interventions to enhance emotional resilience, build coping strategies, and facilitate long-term recovery for individuals from ethnically and culturally diverse communities who are, or have been, affected by domestic abuse and/or sexual violence.

The facilitator will deliver group-based and individual support, ensuring a trauma-informed and culturally sensitive approach. They will also engage with professionals, statutory services, and VCSE organisations to develop joint working strategies, improve referral pathways, and enhance access to holistic support services.

Prime objectives of post

1. To deliver mental health-informed groups and one-to-one support programs that support emotional resilience, coping strategies, and recovery for individuals impacted by domestic abuse and serious mental illness or symptoms of serious mental illness.
2. To develop and deliver culturally appropriate domestic abuse and mental health (including serious mental illness) awareness sessions for professionals and community groups.
3. To provide early intervention programs in a range of community settings, addressing the intersection of domestic abuse and mental health, including serious mental illness.
4. To build assets, strengthen community resilience, and reduce stigma related to domestic abuse and mental health challenges within ethnically and culturally diverse communities.

General Duties

1. Provide community-based mental health and domestic abuse interventions, using trauma-informed approaches to support recovery.
2. Deliver evidence-based mental health interventions to women and men, such as:
 - Psychoeducation on trauma, anxiety, depression, and emotional regulation.
 - Guided self-help strategies, including relaxation techniques and stress management.
 - Brief cognitive-behavioural techniques to support individuals in reframing unhelpful thought patterns.
3. Safety planning incorporating serious mental illness or symptoms of serious mental illness considerations.
4. Develop and facilitate group and one-to-one interventions that promote self-confidence, emotional well-being, and positive relationships.
5. Deliver culturally tailored programs that consider the specific barriers faced by ethnically and culturally diverse communities in accessing mental health and domestic abuse support.
6. Provide emotional and practical support, empowering survivors to access appropriate services, including counselling, GP mental health services, and specialist therapeutic interventions.
7. Work in collaboration with Hope and Light partners and services, statutory services, local mental health providers, faith-based organisations, and grassroots community groups to improve survivor outcomes.
8. Support the development of peer-led support networks within communities to encourage long-term recovery and resilience.
9. Maintain accurate records and contribute to monitoring and evaluation processes to ensure continuous service improvement.

10. Adhere to safeguarding policies and procedures in line with local Safeguarding Adults & Children's Board policies.

Range of Duties

1. Provide community-based mental health and domestic abuse interventions, using trauma-informed approaches to support recovery.
2. Deliver evidence-based mental health interventions to women and men, such as:
 - a. Psychoeducation on trauma, anxiety, depression, and emotional regulation.
 - b. Guided self-help strategies, including relaxation techniques and stress management.
 - c. Brief cognitive-behavioural techniques to support individuals in reframing unhelpful thought patterns.
3. Safety planning incorporating serious mental illness or symptoms of serious mental illness considerations.
4. Develop and facilitate group and one-to-one interventions that promote self-confidence, emotional well-being, and positive relationships.
5. Deliver culturally tailored programs that consider the specific barriers faced by ethnically and culturally diverse communities in accessing mental health and domestic abuse support.
6. Provide emotional and practical support, empowering survivors to access appropriate services, including counselling, GP mental health services, and specialist therapeutic interventions.
7. Work in collaboration with Hope and Light partners and services, statutory services, local mental health providers, faith-based organisations, and grassroots community groups to improve survivor outcomes.
8. Support the development of peer-led support networks within communities to encourage long-term recovery and resilience.
9. Maintain accurate records and contribute to monitoring and evaluation processes to ensure continuous service improvement.
10. Adhere to safeguarding policies and procedures 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	▪ Experience providing support to individuals affected by domestic abuse and/or mental health challenges. ▪ Experience developing and delivering group work programs, training, or community-based interventions. ▪ Experience working with ethnically and culturally diverse communities, understanding the barriers to accessing support. ▪ Familiarity with trauma-informed practice and mental health interventions such as psychoeducation, CBT-informed approaches, or mindfulness techniques. ▪ Strong partnership-working skills, with the ability to develop relationships with statutory and voluntary sector organisations. ▪ Knowledge of current domestic abuse and mental health legislation, policies, and best practices. ▪ Experience in managing a caseload of clients. ▪ 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. ▪ Strong advocacy skills, particularly in ensuring equitable access to mental health and domestic abuse services. ▪ 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 Other ▪ Must have a current driving licence with access to a vehicle for work purposes ▪ Undergo a DBS check with a successful outcome
Education/qualifications	▪ Level 3 Math and English (or equivalent). ▪ Relevant qualifications/training (e.g. Teaching, SafeLives, Mental Health First Aid, CBT-informed or trauma recovery approaches), or relevant professional experience with a willingness to work towards these qualifications.
Our values are - Inclusivity, Integrity, Passion and Drive	

Terms and Conditions of Employment

Job Title	Hope & Light Domestic Abuse Mental Health Intervention Facilitator		
Salary	£27,554 - £28,735 FTE per annum, depending on qualifications. (Actual £22,043 - £22,988 per annum)		
Hours of Work	30 hours per week over 4 days (Monday-Thursday), 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 Up to probationary period Post Probationary period	Full pay SSP Only 2 months	Half pay SSP only 2 months