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| **Service** | MASC – Males Actively Seeking Change Programme Sessional worker Male |
| **Location** |  Liverpool & St Helens  |

Summary

The role is to join our domestic abuse prevention programme for perpetrators as a facilitator on a sessional basis. To help deliver programmes and support the Team as required. Hours are sessional and so flexible which could be evenings or day times but some day time avibailty is preferred. Rate is £60 per session delivered and £14 an hour for any additional follow up work undertaken. This is an opportunity to part of an innovative successful and growing programme run by a small team. Session maybe delivered on line or in person and a variety of venues in Merseyside so the ability to drive / readiness to travel to them may be an advantage.

JOB DESCRIPTION

Job purpose / Context:

MASC is a 26-week behavioural change programme which is embedded within a coordinated community response to tackle domestic abuse.

The specialist change programme is a voluntary programme for individuals who want to access help to change their abusive behaviour. The DVPP Worker will deliver this programme and associated interventions throughout Liverpool and St Helens and will champion Merseyside Domestic Violence Service’ values across the organisation.

The post holder will contact, provide an initial suitability assessment and deliver the MASC programme to individuals within Liverpool & St Helens. They will pro-actively secure engagement with those individuals using a proactive outreach approach, and influence attitudinal and behavioural change. They will do so by working collaboratively with existing agencies to successfully recruit those using abusive behaviours onto the MASC Programme.

The post holder will promote awareness and understanding of the impact of abusive behaviours. They will work closely with the attached and wider victim support services to review risk, develop safety plans and improve outcomes for all parties involved.

**Responsibilities:**

1. Interagency Work
* Work to embed the MASC programme into multi-agency responses to domestic abuse in the area.
* Effective understanding and implementation of institutional advocacy by pro-socially challenging partner agencies, acknowledging best practice and striving for change which benefits individuals, services and the community.
* Support other professionals in responding to service users in a way that is consistent with the aims and ethos of MASC.
* Working closing with other professionals to ensure that risk management and safeguarding duties are effectively met.
* Develop and maintain effective partnership working with statutory, private and voluntary agencies to address the issue of domestic abuse.
* Represent the service at operational multi-agency meetings, feeding back initiatives and outcomes to the team and contribute to the evaluation of the quality of activities these services offer.
* Provide a single point of proactive and regular contact for a range of professionals involved in the case of perpetrator.
* Be flexible and willing to work in all types of environments.
1. Case Management
* Deliver and support the coordination of early response to and engagement with the perpetrators of domestic violence and abuse.
* Comply with children and adult safeguarding ensuring that service users and colleagues understand and comply with the service’s safeguarding framework.
* Support staff managing the case load focusing on perpetrators of domestic abuse to provide an assertive, violence prevention programme based on thorough assessment.
* If available and required attend some monthly case management meeting with the women’s support service.
* Attend clinical supervision if needed
* Take appropriate steps to protect where there is an imminent risk to another person.
1. Recording and administration
* Ensure that case files and records are accurate and complete, and are kept and in compliance with General Data Protection Regulations (GDPR).
* To enter all the required information onto an identified case management system, enabling the tracking of service user change, multi-agency working and risk management.
* Comply with the data protection and information sharing protocols that are established and implemented within the service.
1. Direct work with Service Users
* Maintain a proactive response to service users, providing positive options for behaviour change throughout the service user’s engagement with the MASC Programme.
* Deliver outreach into the community to raise awareness of the program and identify venues to meet, engage and assess prospective service users.
* Use a combination of motivational work, relationship building and a broad range of therapeutic skills including group facilitation to enable service users to address their abusive behaviour
* Ensure that service users understand that the MASC programme will ensure that they are accountable for continued use of abuse and abusive behaviour towards others
* Ensure that there is a consistent delivery of services to the identified perpetrators of domestic abuse, including comprehensive risk assessment, support planning, and referrals to multi agency panels including MARAC, MASH etc.
* Ensure that risk assessment and risk management procedures are followed at all times.
* Respect and value the diversity of the community in which the service works in, providing a service that recognises the diverse needs of service users and their families.
* Work closely with the women’s support service supporting the partners, ex-partners and new partners, and family members of service users in management of risk.
* The welfare and safety of children and young people is paramount, considered in every aspect of your work, address parenting needs where appropriate and taking action to safeguard children.
1. General
* Remain up-to-date and compliant with all relevant legislation connected to your work, including organisational procedures, policies and professional codes of conduct and practice guidance, in order to uphold standards of best practice.
* Represent the service at local events; deliver training and presentations as required.
* Be committed to reviewing individual and team practice and undertake regular training.
* Act with integrity and respect when interacting with service users, employees, agencies and individuals.
* Competent in defensible decision making, recording and being held accountable
* Show initiative in tackling issues within the service and in relation to other agencies.
* Act as a champion for the implementation of the MASC programme in Liverpool & St Helens
* Be able to travel across the area as required
* Partake in evening work as required
* Adhere to the terms and conditions of employment agreed with MDVS, working within the policies of the organisation
* Undertake any additional duties as may be reasonably required and requested from time to time by MDVS or project funders.

This job description is subject to review and revision, as agreed by the post holder and their line manager in order to maintain a relevance to work undertaken and to reflect any changes to the internal or external environment.

PERSON SPECIFICATION

The post holder will have a demonstrable track record in the delivery of therapeutic interventions and working as part of a multi-disciplinary team.

Experience: Essential

* Direct work with vulnerable service users
* Working within a public protection/ safeguarding multi-agency setting .e.g. Child protection, vulnerable adults, MARAC, MAPPA.
* In managing safeguarding issues and procedures.
* Writing and presenting information formally and informally, to a range of audiences.
* Working within legislative frameworks and using this application to develop, influence and encourage partnership working.
* Working within conflict management continuum.
* Evidence of keeping reliable and timely reporting and meeting deadlines

Experience: Desirable

* Work with perpetrators of domestic abuse.
* Work with service users with complex needs and/or challenging behaviour.
* Working with service users with diagnosed mental health issues
* Working with service users with substance misuse
* Experience of using pro-social modelling and motivational interviewing in practice.

Abilities and attributes

* Have confidence in their own ability to make decisions.
* An ability to work collaboratively as part of a team; whilst also having the initiative to work independently as necessary:
* Excellent communication skills (both written and oral).
* Belief in behaviour change programmes.
* A comprehensive understanding of risk.
* Capacity to manage raw emotions including conflict, challenge and trauma.
* Proactive and self-motivated.

Skills

* Ability and willingness to work independently and as part of a team.
* Good relationship management with regard to multi-agency work that incorporates sensitivity, responsiveness and attention to the promotion of congruent and effective partnership working.
* IT skills, including use of Microsoft Office.
* Hold a relevant degree, a vocational qualification or equivalent experience.
* Support and guide your service users, and have excellent advisory, negotiation & persuasive skills.
* Ability to empathise without colluding.
* Have excellent conflict and crisis management skills and the ability to deal with stressful and difficult situations.
* Have excellent interpersonal skills.
* Ability to lead and facilitate discussions to achieve a positive outcome.
* Excellent networking skills and the ability to develop strong working relationships with other agencies.

Knowledge

* Have an excellent understanding of domestic abuse, including the impact on victims and their children, and the legal and practical remedies available.
* An understanding of public protection arrangements, the provision of policing, child protection, health and social care, housing support and of multi-agency/partnership working.
* Have a thorough understanding of victim/survivors offers and intervention.
* Have theoretical and procedural knowledge of other services involved in the response to domestic abuse.
* Understand multi-agency partnerships in relation to domestic abuse.
* Understanding of the child protection system.