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| **Job title** | **Intervention Worker – Your Choice Project** |
| **Accountable to** | Your Choice Project Service Manager |
| **Hours/Days** | 18.5 hours per week  Monday, Tuesday and Thursday |
| **Salary** | £26,671 per year pro rata (Coordinator I rate) |

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| **Organisational Vision:** |
| Our goal is for everyone to have equal, healthy relationships free from domestic abuse, sexual violence and gender inequality. |

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| **Purpose of the job:** |
| To deliver perpetrator intervention sessions (group and one to one as may be required) with people who recognise that they are, or have been, using power and control to abuse their partner, ex-partner or family member and want to address this behaviour.  To undertake such sessions in a way that prioritises the safety of those at risk from domestic violence and abuse.  The post holder is expected to work in line with the Respect Standards framework for safe, effective, and survivor focused work with perpetrators of domestic violence and abuse in the UK. |

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| **The principal tasks and responsibilities:** | |
| 1. | **Strategy** |
|  | * Support the development, implementation and review of the Your Choice Project * Support Equation to achieve the Respect Standard Accreditation: Accreditation framework for safe, effective, and survivor focused work with perpetrators of domestic abuse in the UK. * Support in the implementation of wider organisational business plans and strategies |
| 2. | **Team** |
|  | * Contribute to positive and collaborative teamwork within the Your Choice Project, Project CARA Services and wider Equation services. * Attend regular team meetings, organisational meetings and external meetings where required * Ensure effective communication. |
| 3. | **Clients** |
|  | * Conduct violence and abuse prevention work in a way that shows an understanding of domestic violence and abuse and its effects on partners, ex-partners, children and family members * Conduct appointment-based assessments with potential clients to assess their suitability for the violence/abuse prevention programme based on the Your Choice Project aims, objectives and criteria in accordance with procedural requirements * Deliver the Your Choice Project Second Step Safer Relationships Programme (male perpetrators) * Deliver the Your Choice Project Second Step Respectful Relationships Programme (male perpetrators) * Deliver the Your Choice Project Women’s Programme (female perpetrators) * Deliver the Your Choice Project Foundations Programme * Deliver the Your Choice Project Step Up Dads Parenting Programme * Deliver the Your Choice Project Step Up Mums Parenting Programme * Conduct meetings with clients as necessary to include any additional prevention work sessions and maintenance sessions in accordance with procedural requirements * Communicate with clients in a timely manner in accordance with procedural requirements * Make referrals to the Multi Agency Risk Assessment Conferences (MARAC) where applicable and complete MARAC Research and actions accordingly. This will include using the shared ECINs database * Attend Risk Management Meetings in accordance with procedural requirements * Attend Case Management Meetings in accordance with procedural requirements * Attend Treatment Management Reviews and Meetings in accordance with procedural requirements * Refer and signpost clients to other services accordingly * Share information safely and securely to ensure confidentiality and compliant with Data Protection legislation and GDPR compliance * Attend Clinical Supervision meetings * Travel to venues to deliver perpetrator intervention sessions including to/from Hucknall, Nottinghamshire. |
| 4. | **Survivor Support Services and other professionals** |
|  | * Work in partnership with Juno Women’s Aid, Nottinghamshire Women’s Aid and Equation Survivor Support Services * Communicate with Survivor Support Workers in a timely manner in accordance with procedural requirements * Conduct meetings with professionals as necessary in accordance with procedural requirements * Liaise and share information with professionals as appropriate in accordance with procedural requirements * Attend multi agency meetings relevant to the work of the Your Choice Project as may be required * Share information safely and securely to ensure confidentiality and compliance with Data Protection legislation and GDPR |
| 4 | **Safeguarding** |
|  | * Consider safeguarding children and adults to be an integral component of the role. * Ensure that Equation’s Adult and Children’s Safeguarding Policies are adhered to, and that statutory Safeguarding Procedures are utilised where appropriate |
| 3. | **Systems, Administration, Monitoring and Quality Assurance** |
|  | * Ensure that contact with clients and professionals is recorded accurately utilising Equation’s case management and logging systems. * Ensure Equation’s case management and logging systems are updated with the required information/data in accordance with procedural requirements * Encourage clients to provide feedback on the experience of the services they receive from Equation and other services * Ensure Service Standards are maintained as per the Your Choice Project procedures manual. * Complete monitoring and evaluation reports as requested by funders, Service Manager and Head of Service * Alongside the Service Manager and Head of Service, quality assure the Your Choice Project content and delivery to ensure it is current and continues to effectively meet the requirements of stakeholders * Maintain up to date information on legal, housing and welfare issues relevant to domestic violence and abuse * Support with reporting and administrative tasks where required |
| 6. | **Marketing** |
|  | * Support promotion of the Your Choice Project to communities and professionals as may be required * Support/Assist in presentations, workshops and training about the Your Choice Project as may be required |
| 6. | **Equation** |
|  | * Provide support, advice and assistance to freelance workers as required * Assist in recruitment, selection and training of staff/freelance workers as required * Support other workstreams by providing required information in a timely manner * Ensure own and team compliance with all Equation’s policies and procedures * Contribute to ensuring that processes are efficient and provide value for money * Promote all Equation resources, services and fundraising opportunities * Keep up to date with relevant legislation, policy and practice, especially safeguarding and gender issues * Complete any other duties as required of you by Equation |
| 3. | **The post holder must be committed to:** |
|  | * Equation’s core values of Compassion, Positivity, Rigour, Passion, Collaboration and Diversity, Equality & Inclusion * Increasing personal awareness in relation to diversity and equalities and incorporating this awareness into service provision including adherence to Equation’s Equality and Diversity Policy * Challenging stereotypes, prejudice and discrimination experienced by groups and individuals on issues such as gender, race, ethnicity, nationality, sexual orientation, disability, class status, age and religious or non-religious beliefs * Increasing and promoting equality and fairness for women and girls. * Developing an understanding of how domestic and sexual violence and abuse is interwoven within and across all social, cultural and religious communities |

**It is essential to the development of Equation’s service delivery that the post holder is able to respond flexibly to changes in the requirements of this post. This job description is therefore a guide and not an exhaustive list of all responsibilities the postholder may have over time.**