Portsmouth CITY COUNCIL

Domestic Abuse Housing Specialist - Housing, Neighbourhoods and Building Services

Salary: Band 8 £37,562 - £40,443 per annum

Hours: Your contractual hours are 37 per week, which are to be worked in accordance with the flexible working hours' scheme and the needs of the Service.

Location: Civic Offices, Portsmouth, with visits required across the community

Contract: Fixed term until 31st March 2029 due to funding

The Service

Portsmouth City Council is committed to ensuring residents receive the right support at the right time to meet their needs.

Domestic abuse is a significant factor affecting many individuals with complex needs, often impacting their safety, wellbeing, housing stability, mental health, physical health, and wider support networks.

The Portsmouth Access Team work collaboratively to deliver a coordinated, trauma-informed response, ensuring individuals experiencing domestic abuse receive holistic support that addresses both immediate risks and longer-term needs.

What is the role?

Working within the Portsmouth Access Team, the role of the Domestic Abuse Specialist will:

- be part of a multi-disciplinary team providing specialist support to survivors of domestic abuse
- contribute to statutory activities undertaken by the council including safeguarding in the home
- advise people who are experiencing or at risk of experiencing domestic abuse regarding the options available to them, and provide the help they need to follow the right option for them
- support persons (male and female) who are experiencing domestic abuse or are using unhealthy behaviours in their relationships, which is impacting upon their welfare and that of any dependants
- work within the Multi Agency Risk Assessment Conference (MARAC) framework to engage wider local partnerships to identify and assess survivors

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of domestic abuse and to provide a proactive crisis intervention to reduce risk and meet the needs of all family members

- offer emotional support and practical information about options to empower and enable survivors and household members to improve the impact of unhealthy behaviours and to develop healthy behaviours. This will include assistance with immediate safety planning and/or access to emergency accommodation as well as supporting access to other services to help meet their and their dependants needs
- hold those who use abusing or unhealthy behaviours to account and provide support to change behaviours
- provide a restorative, strengths-based approach to meet complex households needs and manage information in a calm and professional manner
- work alongside colleagues to provide face-to-face and telephone support, including safety planning, advocacy, crisis intervention and longer-term, sessional behaviour change and recovery work
- manage competing priorities and demands to empower survivors to develop plans that meet the needs of their dependants and improve their household's welfare
- uphold confidentiality whilst adhering to a multi-agency model of safeguarding vulnerable adults, children and young people
- be responsible for continual self-learning and development and be able to deliver advice, guidance and training to both internal and external colleagues and partners
- understand the complexity of needs and circumstances of adults and young people who are experiencing abusive and unhealthy behaviours as 'victims', 'perpetrators' or 'survivors' and be able to support and empower all household members to recognise the impact and dynamics of this behaviour
- work in partnership to support survivors and perpetrators to understand the features and dynamics of making and sustaining healthy relationships with one another as well as supporting behaviour change to achieve this
- work collaboratively with relevant statutory and non-statutory partners to strengthen ad maximise the impact of multi-agency plans which support the wider household and family network. Ensuring that individuals needs have been identified and addressed, including safeguarding needs and risk of harm

Who is the person?

As a Domestic Abuse Specialist, you will need to:

1. hold an IDVA accreditation, a relevant vocational qualification, or have experience of working within a domestic abuse service and be willing to undertake relevant training and accreditation as necessary and appropriate

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2. have experience of working with domestic abuse and unhealthy behaviours in a professional or voluntary capacity
3. have an understanding and appreciation of the relationship features and dynamics of domestic abuse and unhealthy behaviours, and how to achieve and maintain a healthy relationship whilst exercising professional curiosity
4. have the confidence and competence to communicate clearly and accurately, both verbally and in writing, with adults, young people and professionals
5. can build and maintain empowering, strengths-based relationships with adults
6. have a good working knowledge and experience of promoting anti-discriminatory practice and addressing equality opportunity issues
7. offer a restorative approach to engage with colleagues and families
8. have experience of providing evidence-based interventions to both individuals and groups
9. have a working knowledge of the MARAC process, the threshold of assessing needs and risk, and the DASH Risk Identification and Assessment and Management Model
10. have an ability to manage crisis and have professional resilience to respond effectively in stressful circumstances
11. be confident in making safe decisions independently as well as being receptive to seeking and receiving additional professional advice and guidance from others
12. experience of complex assessments, analysing information and developing strengths based, outcome focused plans with survivors that engage their household
13. have good computer skills (as required to navigate electronic databases and case management systems and use Microsoft Office) and be able to keep and maintaining up-to-date, accurate and comprehensive records
14. have a good knowledge of the Data Protection Act and an understanding of client confidentiality
15. understand and have experience of children and adult safeguarding, both in terms of practice approaches, policy and legal processes
16. maintain a keen interest in relevant local and national developments

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.

General Data Protection Regulation (GDPR)

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our careers portal.