



## Specialist BAME Independent Domestic Violence Advisor (IDVA)

### JOB DESCRIPTION

<b>Job Title:</b>	Specialist BAME IDVA (Independent Domestic Violence Advocate)
<b>Responsible to:</b>	IDVA Team Manager
<b>Contract Type:</b>	Fixed term until March 2023
<b>Salary:</b>	£26.5 – £27.5K pro rata
<b>Working hours:</b>	35 hours per week
<b>Benefits:</b>	Nest pension, 25 days annual leave + public holidays (pro rata) (FTE) + the office is also closed between Christmas and New Year

*This post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.*

### Job Summary

The post holder will be responsible for delivering specialist domestic abuse advocacy and support to Black and Minoritised women over the age of 16 in Haringey who have experienced any form of Domestic Abuse.

The post holder will provide women centred support which will include a needs and risk assessment, and will put in place a safety and support plan to help reduce risk, increase safety, and support women to cope and recover from domestic abuse. They will have an excellent understanding of the causes and effects of domestic abuse on women and children, as well as an understanding of the criminal justice system, MARAC, safeguarding procedures and safety planning options available to support survivors of domestic abuse.

The BAME Specialist IDVA role will also be responsible for designing and delivering specialist training on Violence Against Women and Girls (VAWG) that can happen within Black and Minoritised communities including (but not limited to) Female genital Mutilation (FGM), Force Marriage, and 'so called' honour based violence.

### Main Duties and Responsibilities

1. Provide one-to-one crisis intervention, information and guidance, advocacy and support to women who are referred to Imece as a result of experiencing domestic abuse and harmful practices.
2. Deliver weekly casework to a caseload of up to 20 women who have been assessed at

'high risk' due to domestic abuse. This will include risk management and safety planning, criminal and civil remedies, exploration of housing options and support to access housing, support with mental health and wellbeing, immigration and welfare rights, and support to keep her children safe.

3. Risk management and Safety Planning will include MARAC and Safeguarding referrals, effective multi-agency working with a range of partners including Police, Social Services, and Health Providers etc.
4. Ensure women are made aware of their rights and options in all areas needed to reduce risk of domestic abuse, increase their safety, and support them to live lives free of domestic abuse.
5. Support women who are survivors of domestic abuse to understand power and control, the effects of domestic abuse and to increase their awareness of the signs of domestic abuse and how to access support for their future safety.
6. Identify and respond to any needs and/or safety concerns for children of the women the Specialist BAME IDVA is supporting; ensuring that any risks/needs identified are addressed directly with the woman and where necessary referrals are made to relevant agencies.
7. Work collaboratively with multiagency partners inclusive of participating in conferences in respect of children and adults at risk as required, providing reports and undertaking actions as necessary.
8. Ensure compliance with all of Imece's legal and contractual reporting requirements
9. Adhere to all Imece's policies including (but not limited to) case recording and monitoring protocols, confidentiality, safeguarding and data protection.
10. Deliver BAME Specialist VAWG training, as and when agreed with Service Manager, to other professionals and Black and Minoritised Communities.

### **General duties**

11. To liaise with a range of agencies to promote the interests of Black and Minoritised women as it relates to their advice and information needs.
12. To maintain detailed knowledge of relevant areas of family law, destitute domestic violence concession, social welfare law, including benefits, housing, debt, employment, and immigration.
13. To promote and ensure compliance with IMECE Women's Centre's Diversity Policy and strategies; to value diversity and equality of opportunities and find innovative and creative ways of engaging with all sections of the local community.



14. Participate in supervision, training and meetings as required and work as a member of the team to ensure effective delivery of service and individual workplans.
15. Work across teams and undertake such other duties, appropriate to the grade and character of the work, as may reasonable be expected.

## PERSON SPECIFICATION

A = Application Form      I = Interview

<b>EXPERIENCE</b>		Assessment Method*	Application	Interview
<b>SPECIFICATION</b>		<b>Essential or Desirable</b>		
<b>1.</b>	Must be BAME woman (Section 7.2 9e SDA 1975 applies). Desirable if can speak Turkish, Kirmanci or Zazaki.	<b>D</b>	<b>A</b>	
<b>2</b>	A thorough understanding of the dynamics of domestic violence and harmful practices and its impact on women, children, families, and communities.	<b>E</b>	<b>A</b>	<b>I</b>
<b>3.</b>	Knowledge of the issues facing women, children and young people from Black and minoritised communities (including Turkish, Kurdish and Cypriot Turkish) affected by violence against women and girls along with the ability to identify women's individual and collective needs	<b>E</b>	<b>A</b>	<b>I</b>
<b>4.</b>	Experience of working in the Violence Against Women and Girls/ Social Care or similar fields or Degree level education/relevant professional qualifications	<b>D</b>	<b>A</b>	<b>I</b>
<b>5.</b>	An excellent understanding of the criminal justice system and relevant legislation with particular regard to legal and civil options, housing, benefits, matrimonial and children	<b>D</b>	<b>A</b>	<b>T</b>
<b>6.</b>	Non-judgemental, non-directive and anti-discriminatory approach to empowering women	<b>E</b>	<b>A</b>	<b>I</b>
<b>7.</b>	Experiencing of working within safeguarding frameworks and a good knowledge of legal and welfare issues relating to children and young people	<b>E</b>	<b>A</b>	
<b>8.</b>	Experience of working in partnership with other agencies	<b>E</b>	<b>A</b>	<b>I</b>
<b>9.</b>	An ability to manage, organise and prioritise own workload and to work independently and as part of a team within a framework of policies and procedures	<b>E</b>	<b>A</b>	<b>I</b>
<b>10.</b>	Experience of developing and delivering workshop/training sessions to diverse audience	<b>E</b>	<b>A</b>	<b>I</b>

<b>11.</b>	Excellent communication skills with the ability to communicate effectively <ul style="list-style-type: none"> <li>• With service users and statutory, voluntary, and other stakeholders</li> <li>• Verbally and in writing</li> <li>• Advocating for service users, raising awareness of VAWG issues and representing IMECE</li> </ul>	<b>E</b>	<b>A</b>	<b>T</b>
<b>12.</b>	A broad base of administration skills including ability to maintain records and use IT and paper-based systems proficiently	<b>E</b>	<b>A</b>	<b>I</b>
<b>13.</b>	Able to demonstrate shared values and behaviours with Imece including (but not limited to) Imece's feminist approach to VAWG	<b>E</b>	<b>A</b>	<b>I</b>
<b>14.</b>	Flexible, proactive approach and a good ability to prioritise work	<b>E</b>	<b>A</b>	<b>I</b>
<b>15.</b>	Clear boundaries and a willingness to accept line management and make effective use of supervision	<b>E</b>	<b>A</b>	<b>I</b>
<b>EDUCATION, QUALIFICATIONS AND TRAINING</b>		<b>E/D</b>	<b>A</b>	<b>I</b>
	Evidence of continuing professional development	<b>E</b>	<b>A</b>	
<b>OTHER REQUIREMENTS</b>		<b>E/D</b>	<b>A</b>	<b>I</b>
	Able to work evenings and work at weekends occasionally when required	<b>E</b>	<b>A</b>	<b>I</b>