

<b>Job Title:</b>	<b>Adult Therapeutic Practitioner</b>
<b>Responsible to:</b>	Team Manager
<b>Responsible for:</b>	No management responsibilities

<b>Hours:</b>	15 hours a week (working days to be discussed)
<b>Salary:</b>	£25,877.80 - £27,742 per annum (pro rata: £10,491 - £11,246.75)
<b>Location:</b>	Hybrid role including the Exeter office, home and travel across Devon & Torbay
<b>Holiday Entitlement:</b>	28 days plus bank holidays (pro rata)
<b>Pension:</b>	Group personal pension plan, with employer contribution of up to 4%

<b>General Description:</b>	<p>FearFree delivers services across the Southwest for individuals affected by domestic abuse, sexual violence and stalking, including victims, children, and those using harmful behaviours. Our aim is to break cycles of abuse and support people to live safely and free from fear. We are committed to providing trauma-responsive support, and this role is key to ensuring this approach is consistently embedded across all aspects of service delivery.</p> <p>FearFree provides a specialist sexual violence support service for adult men across Devon and Torbay (excluding Plymouth), in partnership with Devon Rape Crisis and Sexual Abuse Services (DRCSAS). This role forms part of that dedicated provision, supporting male survivors.</p> <p>The service offers trauma-informed, needs-led support (distinct from therapy), focusing on trauma stabilisation, psychoeducation, emotional regulation and recovery. Support is delivered through both individual and group interventions, enabling survivors to manage the immediate impact of trauma while building resilience, confidence, and overall wellbeing.</p> <p>FearFree promotes flexible and hybrid working, and this role will include a combination of home working, office-based work, and travel to meet service users, attend multi-agency meetings, and support wider service delivery.</p> <p>The role will require flexibility, including occasional evening and weekend work to meet the needs of the service.</p>
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	<p>This post is open to men only. This is a genuine occupational requirement under the Equality Act 2010. The role involves providing support to male service users within a male -only space where the presence of a female worker would undermine the privacy and therapeutic environment of the service.</p>
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## **Key Responsibilities**

- Deliver trauma-informed, person-centred support to adult survivors of sexual violence, tailored to individual needs and recovery goals.
- Undertake comprehensive assessments and develop, implement, and review individual support plans.
- Provide trauma stabilisation interventions through both one-to-one and group-based delivery.
- Deliver psychoeducation, emotional regulation, and grounding techniques to support recovery.
- Offer practical and emotional support including advocacy, signposting, and engagement activities.

## **Group Facilitation and Delivery**

- Plan and facilitate structured, evidence-based group programmes in line with trauma-informed practice.
- Create safe, inclusive environments that promote empowerment, connection, and recovery.
- Support the development and continuous improvement of group content and delivery methods.

## **One-to-One Support**

- Provide targeted one-to-one support for individuals who require additional or interim support alongside core service delivery.
- Manage and prioritise an individual caseload, ensuring timely contact, engagement, and planned progression through support pathways.
- Support service users through key transition points, including waiting periods, movement between services, and completion of programmes.
- Continuously assess and respond to risk, adapting support approaches to promote safety and stability.
- Work collaboratively with internal teams and external partners to coordinate holistic support and ensure needs are met.
- Maintain clear, accurate records of engagement, progress, and outcomes in line with organisational and funder requirements.

## **Partnership & Multi-Agency Working**

- Work collaboratively within a multi-agency partnership to coordinate support and share best practice.
- Attend and contribute to multi-partner allocation and review meetings.
- Manage referrals, ensuring timely engagement.
- Coordinate with external services to meet additional or complex needs through appropriate referrals and joint working.

## **General**

- Live and embody the FearFree values.
- To promote the service to external agencies where applicable.
- Give information and support to service users regarding their other needs and refer them to other support services as required.
- Ensure our service is widely accessible – adapting practice as required to suit individuals.
- Work across a large geographical area to ensure locality is not a barrier to accessing services.
- Deliver training and information sessions to promote our service, and increase awareness and understanding of domestic abuse, sexual violence and stalking for victims and those who harm.
- Have a responsibility around safeguarding of both adults and children, maintaining knowledge of appropriate policies and procedures and integrated working.
- Support other agencies in the identification and referral of domestic abuse, sexual violence and stalking issues via promotion of service and institutional advocacy.
- Ensure all referrals are clearly logged on our database and all case records are kept fully updated, according to FearFree policies and procedures.
- Engage with case management supervision, reflective practice and clinical supervision as required, taking an active role in managing own wellbeing and supporting the wellbeing of your colleagues.
- Support colleagues in all services across FearFree as required.
- Support the sustainability of the organisation by participating in fundraising activities and sharing ideas and contacts for income generation.
- To engage in and contribute to effective team working with a flexible and pro-active approach, including cover for other team members' holidays and sickness.
- Undertake all statutory and mandatory training, as required by the organisation.

## **Confidentiality and Data Protection**

All employees must ensure that essential information of a sensitive and/or personal nature is not disclosed to, or discussed with, inappropriate persons and that all information is maintained in accordance with the GDPR and other related legislation/requirements.

## **Equality and Diversity**

FearFree is committed to encouraging equality, diversity and inclusion among our workforce and people we support and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society, to be able to meet individual needs and for each employee to feel respected and able to give their best. The role has the responsibility to ensure all duties and

responsibilities are carried out in a manner which promotes the FearFree Equality, Diversity, and Inclusion policy.

### Health & Safety

All individual employees are required to promote a health and safety culture within the workplace, observe all health and safety rules and procedures and attend training courses as required and where appropriate conduct risk assessments e.g. VDU, maternity, lone working, H&S audits, etc.

### Policies and Procedures

Responsibility for formulating, updating and monitoring relevant FearFree policies and procedures, updating manuals as and when required, ensuring that support staff have appropriate access to them and record sightings of updates.

All employees need to be aware of all FearFree Support Service’s policies and procedures and work within them at all times.

### Safeguarding / Disclosure and Barring Service

FearFree is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and bring any concerns (whether in respect of service users or members of staff) to the attention of Safeguarding Leads immediately. This role will require an enhanced DBS check.

**Please note:** This job description is not exhaustive and serves as a guide to the duties and responsibilities of the role. You may be required to undertake other reasonable duties as and when required, in line with the needs of the organisation and the evolving nature of the role.

### Person Specification

Requirements		Essential (E) / Desirable (D)
<b>Education and qualifications</b>	Good standard of general education.	E
	Higher level education or similar/ relevant professional qualifications.	E
	Relevant training.	D
<b>Experience</b>	Experience of conducting needs and risk assessments.	D
	Experience of providing needs-led support to clients with a variety of support needs.	D
	Experience of building and maintaining partnerships with other agencies.	D
	Experience of delivering training to professionals.	D
<b>Knowledge</b>	Knowledge and understanding of the gendered nature of DVA and SV.	D
	Knowledge and understanding of the issues facing people who have experienced DVA and SV.	D
	An understanding of the needs of people from diverse backgrounds affected by DVA and SV.	D

	Knowledge and understanding of trauma and trauma symptoms.	D
	Understand the principles of risk assessment, safety planning and risk management.	E
	Understanding safeguarding issues, and the legal responsibilities surround these issues.	E
	Understand and be committed to equal opportunities and diversity issues in policy and practice.	E
<b>Skills and abilities</b>	Ability to plan own workload, manage time effectively and deal with changing and competing demands.	E
	Ability to work in a self-directed manner where required.	E
	Ability to work under pressure.	E
	Ability to think creatively and show initiative.	E
	Ability to communicate with distressed people empathically.	E
	Ability to establish and maintain appropriate boundaries when working with people who may be experiencing personal crisis.	E
	Ability to establish and maintain professional working relationships with both clients and other professionals.	E
	Ability to communicate effectively with a range of professionals.	E
	Ability to instil confidence in health professionals.	
	Excellent verbal and written communication skills, including report writing and presentation.	E
	Ability to maintain effective administrative and monitoring systems.	E
	Ability to work under pressure and also to be aware of own needs and take responsibility for self-care.	E
	Ability to work in both a one to one setting and in a group setting.	E
	Ability to support people with a non-directive approach.	E
<b>Attitude and presentation</b>	Reliable and trustworthy.	E
	Efficient and punctual.	E
	Non-judgmental.	E
	Willingness to critically assess own performance and reflect on own practice.	E
	Understanding of and commitment to equal opportunities.	E
	Strong team player – and ability to work both on your own and with others.	E
	Anti-Racist and promotes safe and inclusive workplace for all.	E
	Driving license and ability/willingness to travel to GP surgeries and other venues which may not be accessible by public transport.	E