

Job Title:	Senior Practitioner Behavior Change
Responsible to:	Transition & Recovery Service Manager
Responsible for:	Line management of frontline staff

Hours:	37 hours per week (Part Time considered)
Holiday Entitlement:	28 days plus bank holidays
Pension:	Group personal pension plan, with employer contribution of up to 4%

General Description:	FearFree delivers services across the Southwest for victims, children and perpetrators of domestic abuse, sexual violence and stalking with the aim to break the cycle of abuse and support all to live free from fear. We provide trauma responsive support, and this post will be fundamental to ensuring service users, stakeholders and partners experience this in our daily delivery. As a Senior Practitioner within our Domestic Abuse Perpetrator Programme (DAPP) Service, you will play an integral role in delivering frontline one-to-one support to people accessing our service. You will join a highly effective team across FearFree, providing behaviour change interventions to perpetrators of domestic abuse who have been convicted of a domestic abuse-related offence. The role aims to reduce the risk of reoffending and the harm posed by individuals who perpetrate domestic abuse, while increasing the safety and wellbeing of victims and children. This will include supporting programme participants to develop an understanding of domestic abuse, healthy relationships and communication, the impact of their behaviour on victims and children, and helping them to adopt new techniques and strategies to achieve lasting behaviour change. A key aspect of this role is developing and maintaining strong partnership working with colleagues across the criminal justice system, particularly the Police and Probation Service. You will work collaboratively to share information, assess and manage risk, and support positive outcomes for programme participants, victims and children. The role will also involve working from probation offices at times to strengthen partnership working and ensure effective multi-agency collaboration.
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	Candidates with experience in the military, probation, police, prison service, or other criminal justice settings may bring valuable skills and knowledge to this role. FearFree is committed to flexible and hybrid working and this role will be a mix of home based and office based, alongside requiring travel for multi-agency meetings and other deliverables. This role may include evening and weekend work when required.
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Key Responsibilities

Leadership and Team Support

- Provide line management, case supervision and professional support to assigned team members.
- Undertake delegated leadership responsibilities in the absence of the Service Manager.
- Act as a point of contact for practitioners, offering guidance on complex cases, safeguarding, risk management and trauma-informed practice.
- Support staff development through mentoring, reflective practice and knowledge sharing across the team and wider organisation.
- Contribute to team planning, communication, service development and continuous improvement activities.
- Support the Service Manager with service delivery, organisational requirements and contractual obligations, escalating risks and concerns where appropriate.

Service Delivery

- Complete specialist risk assessments in line with service guidelines and Respect standards and develop personalised safety and support plans.
- Deliver specialist one-to-one behaviour change interventions for individuals with vulnerabilities, complex needs or additional barriers to engagement.
- Provide proactive, trauma-informed and holistic support, with a focus on reducing harm, increasing accountability and improving victim safety.
- Manage referrals, support equitable caseload allocation and contribute to waiting list management.
- Work collaboratively with Police, Probation and other partner agencies to assess and manage risk and support positive outcomes.
- Participate in behaviour change strategy meetings and other multi-agency forums as required.

Safeguarding and Risk Management

- Maintain responsibility for safeguarding adults and children in accordance with organisational policies and procedures.

- Identify, assess and respond to safeguarding concerns, completing relevant documentation and referrals in a timely manner.
- Liaise with safeguarding teams and represent the service at MARAC, MASH, Children's Services and other professional meetings as appropriate.

Administration and Quality Assurance

- Maintain accurate, timely and professional records in accordance with FearFree policies, procedures and contractual requirements.
- Ensure all referrals, assessments, interventions and outcomes are appropriately recorded on organisational databases.
- Contribute to service monitoring, quality assurance and reporting requirements.

Partnership Working and Service Promotion

- Develop and maintain effective relationships with statutory, voluntary and community sector partners.
- Promote FearFree services and support partner agencies to identify and refer individuals affected by domestic abuse, sexual violence and stalking.
- Deliver training, presentations and awareness-raising sessions to professionals and stakeholders where required.
- Ensure services remain accessible and responsive to the diverse needs of individuals accessing support.

General Responsibilities

- Live and embody the FearFree values at all times.
- Work flexibly across the geographical area covered by the service, ensuring locality is not a barrier to access.
- Engage actively in case management supervision, reflective practice, clinical supervision and personal development.
- Support colleagues across FearFree and contribute to a positive, collaborative working culture.
- Participate in fundraising, service development and organisational sustainability initiatives where appropriate.
- Provide cover for colleagues during periods of leave or absence.
- Undertake all mandatory and role-specific training required by the organisation.

Other

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 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 & 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)
Education and qualifications	Good standard of general education	E
	Higher level education or similar/ relevant professional qualifications	D
Experience	Practical experience of working with adults and children and young people with complex or other needs.	E
	Experience of working with those who commit harm	D
	Experience of working with Quality System Frameworks.	D
	Experience of safeguarding children and vulnerable adults.	E
	Experience of running group work programmes.	D
Knowledge	Have a good understanding of domestic abuse, sexual violence and stalking including the impact on victims and their children	D

	Knowledge and understanding of the issues facing people who have experienced domestic abuse sexual violence and stalking	D
	Understand relevant quality standards	D
	Knowledge and understanding of trauma and trauma symptoms	E
	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
	Have theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of domestic abuse and their children.	D
Skills and abilities	Ability to plan own workload, manage time effectively and deal with changing and competing demands	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
	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
Attitude and presentation	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