Job Title:	**Adult Therapeutic Practitioner**
Responsible to:	Senior Practitioner, Adults
Responsible for:	Dependent on the role, may include line management of frontline staff

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. Our compassionate and dynamic Adult Therapeutic Practitioners provide the 'beating heart' of support within our multi-disciplinary teams working with individuals of all ages affected by domestic abuse, including those with harmful behaviours, and sexual violence. This varied and rewarding role involves delivering trauma-informed groupwork and limited one-to-one support across a range of programmes, including: • Empowerment and recovery groups for those who have experienced domestic or sexual abuse. • Behaviour Change programmes for individuals using harmful behaviours in their relationships. • Digital peer support and learning opportunities through our online survivor platform, 'Connecting You'. Working collaboratively with our IDVA, ISVA and Behaviour Change teams, you will help ensure that support is safe, inclusive, and effective for people with a range of experiences and risks. You will play a vital part in championing people to recover from trauma, build safe relationships, and move forward with dignity and hope. 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.

Key Responsibilities

Group Facilitation & Delivery

- Deliver structured, evidence-based and trauma responsive group programmes for victims/survivors and individuals who have used harm.
- Foster safe, inclusive spaces that promote empowerment, emotional safety, and constructive challenge.
- Facilitate face-to-face groups with volunteers or 'experts with lived experience' as needed.
- Support the ongoing development and review of group materials and content.
- Work flexibly and manage your own schedule, including facilitating evening groups on a rotational basis to meet the needs of those unable to attend during working hours.

One-to-One Support

- Provide limited 1:1 support for medium-risk clients who may be waiting for or transitioning between group programmes and/or other services.
- Contribute to joint safety and support planning alongside IDVAs, ISVAs and Behaviour Change Workers.
- Monitor and respond to safeguarding concerns in line with organisational policies.

Digital Survivor Platform – Connecting You

- Update and upload resources, tutorials, and activities for survivors accessing the platform.
- Support survivors engaging with online content, including managing enrolments and online group access.
- Design and deliver trauma-informed self-paced tutorials and reflective learning tools.

Peer Mentoring and Survivor Involvement

- Support the recruitment, mentoring and involvement of 'experts by experience' in group delivery.
- Encourage and nurture survivor voices and peer leadership within both in-person and digital forums.
- Training and Awareness-Raising.
- Deliver training sessions to professionals and external partners where required.
- Speak at community or public events to raise awareness of domestic and sexual violence, healthy relationships, and recovery.

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 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)**
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