

Domestic Abuse Navigator

Salary Range: £43,004 - £49,131.

Grade: Level 4, Zone 1

Location:

Community-based outreach, office will be in Kings Cross

Reports to: DA Navigator Lead

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About the role

Evidence shows that 'women with extensive experience of physical and sexual violence are far more likely to experience disadvantage in many other areas of their lives, including disability and ill health, substance dependence, poverty and debt, poor living conditions, homelessness and discrimination' (Fulfilling lives 2016 evaluation) so there is a need for survivors with such experiences to be offered ongoing and additional support. We are aware the experience of VAWG intersects with severe disadvantage, increasing survivor's vulnerability and significantly increasing the risks they face as well as them facing significant systematic barriers to accessing support and recovery. Many women experiencing multiple disadvantages in Camden face additional barriers so do not have access to specialist support for the abuse they experience. Our model aims to bridge that gap to ensure the most at risk women in the borough have the same right to safety and a life free of abuse with the use of assertive outreach, a trauma-informed, intensive and flexible approach which is built on successful programmes. The VAWG Navigator team is based in the community and will work at an individual survivor's pace delivering high quality interventions along the continuum of need that enables greater safety in their accommodation or alleviates homelessness, improves access to other support and enables recovery.

The things you'll achieve

Survivors supported by the VAWG navigators often have experienced high levels of trauma so staff are expected to build up a strong constant relationship with survivors to earn their trust, working with a small and intensive case load to provide a person-centred offer, which promotes positive change; and coordinates networks and services around survivors. In the role you will hold a small and intensive caseload and provide wraparound support to survivors experiencing multiple disadvantages to make specialist VAWG support accessible in the community to survivors who would usually struggle to access services.

Areas of support provided includes (but is not limited to): Domestic abuse and other forms of gender-based violence intervention, safety planning and risk reduction; Crisis and non-crisis interventions; Harm minimisation around VAWG and multiple disadvantages; Housing issues including homelessness, tenancy sustainment; Benefits support, becoming financially independent and budgeting; Building self-esteem and confidence to break cycles of abuse; Accessing work, education and training; Accessing other support services for example onwards referrals and/or accompanying survivors to appointments/meetings such as with hospitals, social services, substance misuse services, court, sexual health clinics, drama groupwork etc; Support around the criminal justice system, reducing offending behaviour, supporting survivors at court and working with prisons and probation for effective joint working; Supporting survivors with their personal goals; Reducing isolation; Case coordination including building up networks of support around survivors

There is scope within the role to support with the teams' advocacy around systems change and building awareness around issues faced by survivors of abuse experiencing multiple disadvantages

About you

Experience

- *Experience of providing frontline support to people experiencing gender-based violence and/or multiple disadvantages (such as mental/physical health, substance misuse, homelessness)*
- *Experience of outreach work to make services accessible to vulnerable people*
- *Experience of safety and support planning and risk assessment and providing crisis-intervention support*
- *Experience of maintaining excellent relationships and experience of building trusting partnerships across the multi-agency spectrum*

You have

- *Ability to build strong trusted strengths-based relationships with victims/survivors of VAWG and who have experienced multiple disadvantage*
- *An understanding of the impact of VAWG on survivors and children*
- *An understanding of multiple disadvantages and how this interlinks with VAWG*
- *An understanding of the options available to survivors of VAWG*
- *An understanding of the options/barriers faced by people experiencing multiple disadvantages*
- *An understanding of cultural diversity and how to provide safe responses*
- *Ability to advocate for survivors and their children*
- *Ability to bring the voice of survivors and lived experience of children to influence the system and need for change*
- *You will be resilient and be able to work with people facing complex, high and intersecting risks*
- *Modelling a healthy relationship of dignity and respect to survivors of abuse*

Other important stuff...

People management

None

Work environment

The role will be based in locations around the borough, working with survivors in their community setting. Working locations will be based on the needs of survivors e.g., hostels, outdoors. You will be expected to conduct extensive and regular outreach sessions in the community meaning this role may be physically demanding. You will conduct lone working and also work within a team and alongside professionals from other services, making use of an assertive outreach approach to find dynamic and creative ways to make your support accessible to survivors.

You will be expected to be based in the office in Kings Cross at least 1 day per week.

Who you will be working with

You'll be joining a wonderful team of DA Navigators and reporting to Jade, the lead. You'll also work closely with colleagues across multiple services within and outside of the organisation. The role will be expected to sustain and coordinate effective partnership relationships with a range of stakeholders as demanded by operational work and the wider demands of the service.

The application process- *Shortlisting for interview*

Who we are

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

Asking for Adjustments

Camden is committed to making our recruitment practices as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk

