

<b>Role Title</b>	VAWG Prevention & Support Worker
<b>Job Family</b>	People Directorate
<b>Competency Level</b>	Principal Officer
<b>Pay Range / Scale</b>	PO2
<b>Purpose</b>	
<p>The London Borough of Waltham Forest takes an innovative approach to addressing violence against women and girls (VAWG), in which we work in partnership with local businesses, faith groups and communities towards our goal of making Waltham Forest a borough in which all women and girls feel and are safe, and everyone knows that all forms of VAWG and misogyny are not tolerated or accepted.</p> <p>We are also committed to anti-discriminatory, anti-racist practice to ensure that survivors from marginalised and underserved communities are able to access support and justice more effectively at an earlier stage.</p> <p>We are looking for someone to join the VAWG Team as a VAWG Prevention Worker, to support the ongoing expansion and development of our work.</p> <p>The post holder will provide training and awareness-raising on addressing VAWG and disrupting misogyny to professionals, local businesses, and communities; cover regular VAWG drop-ins; provide case consultations and guidance to professionals from a range of sectors; and take part in community outreach. Working closely with community settings to build and maintain these relationships is an essential element of this role.</p> <p>The post holder will also co-ordinate and support the VAWG Advisory Panel to ensure that the expert knowledge and views of experts by experience are included in service and policy design and evaluation.</p> <p>We are looking for self-motivated individuals who can work independently and are willing to take initiative where needed. You should have experience of working with VAWG and be keen to be part of the development of this community-based approach.</p> <p>The post involves regular travel across the borough, and potentially some evening and weekend work.</p>	
<b>Generic Accountabilities</b>	<b>End Results/ Outcomes</b>
<p>Provide advice and make recommendations based on up-to-date knowledge and analysis / evaluation of information.</p> <p>Manage escalated or complex customer issues within the relevant area.</p>	<p>Expert advice, information, interpretation, and support are provided on the full range of technical / professional issues within the area of responsibility.</p> <p>Issues are managed through to a satisfactory conclusion.</p> <p>Risk to the Council is minimised.</p>
<p>Contribute to the development of service plans to meet strategic business goals.</p>	<p>Strategic and operational input is provided to wider business planning and development.</p> <p>Customer needs are identified.</p>

	<p>Services meet legislative and policy requirements.</p>
<p>Research developments in relevant area. Collate process and analyse information / data. Translate outputs into advisory reports / documents / actions as appropriate.</p>	<p>Relevant information / data are managed efficiently and accurately.</p> <p>Accurate and relevant information / reports / documentation are produced.</p> <p>Trends and issues are identified and prioritised.</p> <p>Statutory and procedural obligations are fulfilled.</p> <p>Management decision making is supported.</p>
<p>Lead on the development, implementation, maintenance and management of systems, policies, procedures and / or standards within area of responsibility.</p>	<p>Changes to systems, policies and / or procedures are identified and recommended.</p> <p>All updates, amendments, developments are tested and approved prior to delivery.</p> <p>Customers receive prompt, accurate policy / procedural updates.</p> <p>Service standards are improved.</p>
<p>Work closely with others to support/Manage the development and delivery of improvements in processes and procedures.</p>	<p>Identifies gaps in service provision/highlight policy issues and makes recommendations to resolve the issues.</p> <p>Agreed improvements are developed, delivered, and evaluated.</p> <p>Issues and recommendations are brought to the attention of senior managers.</p> <p>Benchmark against best practice authorities and center of excellence.</p>
<p>Prepare and present a full range of reports (both standard and non-standard) covering area of responsibility.</p>	<p>Reports are prepared, distributed / presented to the appropriate committee/ to the required standards and timescales.</p> <p>Evidence based recommendations are made.</p>
<p>Manage a portfolio of Projects and Reviews.</p> <p>Lead on specific projects as required.</p>	<p>Projects are delivered to agreed specification, timescales, and budgets.</p> <p>Change initiatives are successfully integrated and implemented across all impacted service areas.</p>

	<p>Value for money is achieved.</p> <p>Ongoing savings secured.</p>
Co-operate with and support colleagues.	<p>Colleagues are supported.</p> <p>Required information is provided.</p>
Act in accordance with all policies and procedures which apply to the job and understand the reasons for this.	All policies and procedures are complied with.
Carry out all duties and responsibilities with reasonable care for the health and safety of self and others and report any potential hazards or unsafe practices to line manager.	Work is carried out in a way that is safe and without risks to health.
<b>Job Specific Accountabilities:</b>	
Community settings are VAWG-informed and able to signpost survivors and perpetrators to relevant services.	<p>Work with each community setting to increase awareness of specialist VAWG support and how to safely and appropriately signpost survivors or perpetrators</p> <p>Work with community settings to build confidence in identifying misogynistic and abusive behaviour and how to safely challenge it</p> <p>Promote the need for early intervention and the importance of prevention focused work</p>
Undertake proactive work exploring new and emerging opportunities	<p>Identify settings across all sectors and parts of the Waltham Forest communities in which to carry out proactive outreach work.</p> <p>Identify training needs at settings, and work with the Team to develop and deliver bespoke VAWG training and awareness-raising that meets the needs of different settings</p>
Improve professional responses to VAWG	Provide case consultations and guidance to professionals on providing safe, effective, appropriate responses to survivors and perpetrators of VAWG
Survivors of all forms of VAWG are able to access the information and help they need in the community	<p>Work with colleagues in the VAWG Team and specialist VAWG providers to co-ordinate the regular VAWG drop-ins at the Family Hubs</p> <p>Offer signposting, information, and education where appropriate and refer survivors to specialist support</p>

	<p>where needed.</p> <p>Carry out safety planning that is tailored to the individual needs of every survivor and considers their existing support networks.</p>
Increase VAWG awareness and knowledge in communities and organisations/Council teams	Work with colleagues in the VAWG Team to develop and deliver specialist VAWG training sessions and awareness-raising events to professionals and local communities in response to identified need
The VAWG Advisory Panel is supported to continue its work	Provide co-ordination and support to the VAWG Advisory Panel, including facilitating meetings and supporting members to engage with pieces of work as needed
Shows commitment to continued professional development.	<p>Engage in supervision and case reviews with the Team Manager.</p> <p>Engage in clinical supervision offered by Waltham Forest.</p> <p>Attend training identified as necessary for this role.</p>

<p><b>Nature of Contacts</b></p> <p>Will involve direct work supporting survivors of VAWG.</p> <p>Working directly to build partnerships with external agencies, organisations, and stakeholders to identify requirements. Communicate changes in policy and working practice in the partnership.</p> <p>Ensuring that accessible information and resources are available to relevant service providers and stakeholders.</p> <p>Interaction with others and the ability to successfully influence and motivate are fundamental to the role.</p> <p>Dealing with people at all levels confidently, sensitively, and diplomatically.</p>
<p><b>Procedural Context</b></p> <p>Act within guidelines and standard procedures with discretion to allocate or otherwise organise work to meet service delivery requirements. Works within laid down procedures but needs to deal with day-to-day problems without always referring to others.</p> <p>Decisions will be made based on Council procedures.</p> <p>Occasionally the post will be expected to work from other locations.</p>

### Key Facts and Figures

The postholder will be based within community settings and will be expected to travel from one community setting to another on frequent basis.

Enhanced DBS required.

### Resourcing

Budget Responsibilities: Nil

Supervisory Responsibilities: Nil

### Knowledge, Skills and Experience

- A good understanding of VAWG
- An understanding of how violence and abuse disproportionately affect women and girls and how VAWG is both a cause and a consequence of gender inequality and a manifestation of misogyny
- Experience carrying out frontline VAWG work is essential
- Experience carrying out community work is desirable
- Experience developing and delivering training is desirable
- Strong casework management skills
- Good organisation skills and an ability to develop a consistent, systematic approach to working with each of the community settings
- Ability to use own initiative and work independently
- Ability to build robust and effective relationships with community settings
- Effective communication skills including the confidence to communicate verbally in new settings and with new individuals on a regular basis
- Ability to be flexible and to conduct regular travel within the borough

### Indicative Qualifications

Degree or equivalent or vocational qualification in relevant subject or area

Evidence of Continuous Professional Development

The above profile is intended to describe the general nature and level of work performed by employees in this role. It is not intended to be a detailed list of all duties and responsibilities which may be required. This role profile will be supplemented and further defined by annual objectives, which will be developed in conjunction with the post holder. It will be subject to

regular review and the Council reserves the right to amend or add to the accountabilities listed.