

**Job Description**

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| **Job Title:** |  **Male Domestic Abuse Project Worker** |
| **Reports to:** | DAWN Project Lead / SLT  |
| **Location:** | Across Worcestershire  |
| **Hours:** | 12 per week fixed until 31st March 2026  |
| **Salary:** | £15.38 per hour  |

**Worcester Community Trust**

Worcester Community Trust is a registered charity that runs six community centres in the City of Worcester providing facilities for community activities and services for people of all ages. We aim to be at the centre of thriving communities and for our centres to be the hub of community activity to achieve our vision This is your opportunity to be part of a dynamic team helping the Trust achieve ambitious plans for growth.

**Vision:** Worcester: A City where people feel connected, supported, and empowered.

**Mission:** Bringing Communities Together by delivering services and activities for all.

**Organisational Values:**

* We collaborate, working together with local people and partners to achieve more.
* We are Inclusive, access for all, welcome diversity, and valuing uniqueness.
* We are Ambitious, we value innovation and creativity, driving progress, dynamic and visionary organisation.
* Delivering Excellence, investing in our staff, volunteers, and infrastructure to provide quality and professional services.

WCT recognise that value and strength of differing perspectives and experiences within our organisation and are committed to equality of opportunity, to being fair and inclusive, and to be representative of the population we work in. We particularly encourage applications from candidates from Black, Asian and minority ethnic backgrounds, disabled people, LGBTQI+ people.

**Role Introduction:**

This role will provide support and empower any male or male identifying individual who experiences or has experienced domestic abuse. They will provide support at all stages of abusive relationships, whether or not they are still living with a perpetrator. They will provide a service tailored to the needs of each individual.

The Male Domestic Abuse Project worker will work alongside the DAWN team, who provide free, confidential, non-judgmental service for individuals who are experiencing or have experienced domestic abuse. DAWN’s ethos is to believe and empower victims, to validate feelings, to dispel myths around domestic abuse, and to enable individuals to make informed decisions to make their own changes.

**This role will link in with the Worcestershire wide CORE** network. Core is a network for men and male identifying individuals, providing information, advice and guidance to enable connection with others, and engagement within the community. It provides information about support bases, wellbeing services, and opportunities to connect with other like minds, whilst allowing men to gain a variety of skills and enhance their wellbeing and confidence. CORE also provides the MARS program, a group work based program of support for survivors of domestic abuse.

**Purpose of the role:** We are seeking a compassionate, competent and committed Male Domestic Abuse Project Worker to join our team, with a specific focus on supporting male and male identifying individuals within Worcestershire.

You will provide trauma-informed, person-centred 1:1 support to any male experiencing or at risk of domestic abuse, ensuring our service is accessible, inclusive, and responsive to the needs of the individuals we support.

**PRINCIPLE TASKS**

* Provide 1:1 face to face targeted support for male and male identifying individuals within the county for those who have experienced and are experiencing domestic abuse
* Carry out and record an assessment of risks, needs and support required, implement a safety and support plan for each individual.
* Provide support, guidance and advocacy for domestic abuse issues along with referring and signposting to relevant agencies
* Provide help to access benefits, debt, housing and financial advice
* Empower individuals to make informed choices
* Delivering targeted domestic abuse programmes on a one to one basis
* Manage a waiting list for support if necessary
* Comply with safeguarding and GDPR legislation in addition to all organisational procedures, policies and professional codes of conduct
* Maintain accurate records for the project
* Monitor individual contract compliance and collate individual performance monitoring reports and evaluations for funders
* Promote the project with potential service users, partners and the wider community

**PRINCIPLE DUTIES**

* Help to identify your own training needs and participate in training where requested to do so
* Ensure that all WCT guidelines and procedures are understood and adhered to as appropriate
* Act as an advocate for WCT and work closely with partner organisations
* Observe the WCT code of conduct and policies and procedures
* Act as a good role model and champion best practice at all times
* Ensure that you take positive actions to safeguard children, young people and vulnerable adults you come into contact with, and follow correct WCT policies and procedures around safeguarding appropriate to your level of post
* To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job

This post is subject to an enhanced criminal record check under the arrangements established by the Disclosure and Barring Services.

**Communication and promotion**

* The ability to communicate effectively with clients, community members, staff, students, partners, and volunteers.
* In all contacts the postholder will be required to present a good image of the Trust as well as maintaining constructive relationships with internal and external associates:
* Internal - Line Manager/Senior Management team/Clients
* External - Partners at District level as appropriate/Referral partners

**Safeguarding and Health and Safety**

* To adhere to WCT Health and Safety policies, standards, and guidance at all times
* To adhere to WCT Adult and Child Safeguarding policies, standards, and guidance at all times
* To promote a positive image of the Trust, both through the actual work carried out and the representation of the organisation outside work.
* To undertake mandatory Safeguarding, H&S training and any other training associated with the role
* To adhere to policies and procedures governing professional boundaries, GDPR, Health and Safety, Social Media and WCT’s Code of Conduct at all times.

**Specialist requirements**

* Full UK Driving License and access to own transport
* For this specific role, we will only be considering male applicants in accordance with the provision of the Occupational Requirement (Equality Act 2010 pursuant to schedule 9 part 1)

**Other requirements**

* The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees, volunteers and service users and is consistent with Worcester Community Trust’s Equality and Diversity Policy
* This post is subject to an enhanced criminal record check under the arrangements established by the Disclosure and Barring Services.
* These duties may vary from time to time without alteration to the general character of the post or level of responsibility entailed. It is expected therefore that the post holder will undertake any other duties commensurate with the post and allocated by their line manager.

**Person Specification**

**Job Title: Domestic Abuse Support Worker**

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| **Criteria** | **Essential** | **Desirable** | **Evidenced by:** |
| **Education****+** **Knowledge** | * Evidence of a good general education GCSE maths and English grade C or above
* Good standard of literacy and numeracy.
* An excellent knowledge of Domestic Abuse

• Excellent understanding of safeguarding and experience of adult and child social care procedures• Excellent understanding of the importance of GDPR and Confidentiality | * + Basic knowledge of data protection requirements and confidentiality
* A good understanding of Housing/Homelessness process
* A good understanding of court processes, both criminal and civil, affecting families
* A good understanding of risk management and safety planning relating to client and personal safety.
* Knowledge of local community
 | Application Form & qualification certificates.Application Form & Interview / refs.Application Form & Interview / refsApplication Form & Interview / refsApplication Form & Interview / refs |
| **Skills** | * Excellent written and oral communication skills
* Ability to work with individuals from diverse backgrounds
* Ability to establish excellent working relationships both within the Trust and with partners
* Excellent interpersonal skills
* Able to act in a professional manner with integrity at all times, understanding of, and adherence to, professional boundaries
 | * Ability to keep and maintain performance monitoring and providing contract management information

 * The ability to work independently and as part of a team
* Able to self-motivate and work to set deadlines
 | Application Form & Interview / refsApplication Form & InterviewApplication Form & InterviewApplication Form & Interview |
| **Experience** | * Experience of working with those who have experienced domestic abuse in a 1:1 or Group setting
* Experience of providing client advocacy
 | * Experience of lone working and managing your own diary and time
* Experience of delivering targeted domestic abuse support programs
* Experience of collating and writing funding reports
* Proven Contract Compliance experience
 | Application Form & InterviewApplication Form & InterviewApplication Form & InterviewApplication Form & Interview |
| **Personal****Qualities** | * Approachable and non-judgemental, with excellent active listening skills, with a ‘hands-on’ approach and a commitment to provide a high quality, client focused service with an ethos of ‘right first time, on time
* Self-motivated and able to use initiative.
* The ability to travel between centres.
* Commitment to WCT values
* Undertake enhanced DBS check.
* Commitment to CPD: To attend and participate in regular supervisions, meetings and training courses and share and implement knowledge and skills gained.
* Respect for others and acting with integrity are important values to you.
* The character of the person applying for this role will be highly important therefore the approach, values and practice of the Domestic Abuse Support Worker will need to promote the WCT mission and values to successfully engage clients.
 | * Good solution focused coaching skills
* Ability to manage a funding contract
 | Application Form & InterviewApplication Form & InterviewApplication Form & Interview / refsApplication Form & Interview / refsApplication Form & InterviewApplication Form & InterviewApplication Form & InterviewApplication Form & Interview |