Job Description

Job Title: Independent Stalking Advocacy Caseworker (ISAC)

Location: London SW

Responsible to: ISAC

Salary: £30,000 p.a.

Annual Leave: 26 days p.a. plus 8 days Statutory Holidays

Who are we?

• Paladin is an advocacy service specialising in supporting victims of stalking through the criminal justice system. This was a recommendation emerging from the Independent Parliamentary Enquiry into Stalking Law Reform.

• In addition to offering advocacy and advice to victims of stalking, we continue to proactively campaign for changes in the law such as DV Law Reform, scrutinise the implementation of stalking legislation, raise awareness and train professionals.

Outline of post:
The caseworker will be responsible for providing an effective, trauma-informed service to high risk victims of stalking. The caseworker will undertake detailed risk assessments, and in consultation with the victim identify effective strategies to maximise safety and reduce risk. The role will include communicating with stakeholders, professionals and local agencies to ensure a victim-focused, integrated and coordinated response is in place. Caseworkers will be expected to maintain accurate and confidential case management records using our case management system and contribute to the production of monitoring information for the service. Where required proactively contribute to awareness raising events, training and partnership working.

Main duties and responsibilities

• Identify and assess the risks and needs of stalking victims using an evidence-based risk identification checklist.

• Focus on and prioritise advocacy for high risk cases and provide a pro-active intervention service through individual safety planning and personal support.

• Work with high risk victims of stalking to help them access services to keep them, their children and ‘secondary’ victims safe, including psychological services to support their well-being and reduce the impact of trauma.
Advocate for victims with agencies who can help to address the stalking by:

I. Understanding the role of all relevant statutory and non-statutory services available to and how your role fits into them.
II. Providing advocacy, emotional and practical support and information to victims in relation to legal options, housing, health and finance.
III. Offer guidance to key agency stakeholders to ensure the safety of victims is paramount and safety measures are implemented.

- Manage a case load ensuring each client receives the appropriate service individual to their needs
- Support the empowerment of the client and assist them in recognising the features and dynamics of stalking present in their situation, in order to help them regain control of their lives.
- Understand multi-agency partnership structures and work within a multi-agency setting where possible, supporting effective risk management strategies, while maintaining an independent role on behalf of your client, keeping their safety as central to any response.

In accordance with our policies: Be proactive in carrying out periodic case reviews, based on a review of risk and stalking which:

I. Feeds back into action planning to further progress, signpost or close cases and
II. Provides feedback to your clients, and other agencies.
III. Helps maintain accurate and confidential case management records, databases and contribute to monitoring information for the service.

- Comply with data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work.
- Support colleagues and partner agencies, through awareness raising and institutional advocacy, in order to provide the best possible service for victims of stalking.
- Respect and value the diversity of the community (geographical or communities of interest) in which services are delivered, and recognise the needs and concerns of a diverse range of victim/survivors ensuring the service is accessible to all.
- Remain up-to-date and compliant with all organisational procedures policies and professional codes of conduct and uphold standards of best practice.

Person Specification

Knowledge, Skills and Abilities

You are required to have:

- Good understanding of stalking including the impact of domestic abuse, sexual violence and gender based violence on victim/survivors and their children.
- Some theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of stalking.
- Good understanding of safeguarding, public protection and child protection and the legal responsibilities surrounding these issues.
- Understand the principles of risk assessment, safety planning and risk management for victims of stalking, both primary and secondary victims.
- Good computer literacy skills and some experience of working with databases and/or case management systems
- Understand the remits and resources of relevant statutory bodies and voluntary agencies.
- Understand and be committed to, equality and diversity issues in policy and practice.
• Understand the impact of trauma and ways of supporting victim/survivors affected by trauma.
• Understand effective interventions for perpetrators of stalking and/or gender based violence.

Experience

You are required to have experience of:

• Working with victim/survivors of domestic abuse, sexual violence and/or gender based violence
• Working within a multi-agency and partnership context whether statutory or voluntary sector
• Writing reports, briefings and newsletters

Qualifications/ Professional Membership

It is desirable to have:

• Paladin accredited ISAC training certificate, an IDVA training certificate, a relevant degree, or demonstrable equivalent experience, or a vocational qualification, or be willing to undertake relevant study

Personal qualities

You will be required to have:

• A compassionate and empathetic approach
• Strong crisis management skills and the ability to deal with stressful and difficult situations, including competing priorities
• Ability to work on your own and show initiative
• Integrity and respect when working with all clients, agencies and stakeholders.
• A solution focussed, flexible approach whether working on your own or as part of the team
• A positive and optimistic approach about the possibility of personal growth and change.
• Excellent communication, negotiation and advisory skills,