

Job Description

Job Title: Independent Stalking Advocacy Caseworker (ISAC)

Location: North London

Responsible to: Case Worker Manager

Salary: £30,000 p.a.

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

Who are we?

- The service offers support for high risk victims who are being stalked. We offer them advice, advocacy and assistance in signpost them through the criminal justice system.
 - Paladin aims to:
 - Provide advice and support to high risk victims of stalking
 - Raise awareness of dangers and risks of stalking
 - Provide training to professionals
 - Scrutinise the new stalking laws
 - Campaign on behalf of victims
 - Develop a victim's network of support
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Outline of post:

The caseworker will be responsible for providing an efficient, effective service to high risk victims of stalking. This will include working directly with victims, risk assessing new cases and ensuring that the victim's voice is heard locally and at appropriate risk management meetings. The role will also include working with stakeholders, professionals and local agencies to ensure a coordinated community response to high risk victims of stalking, offering an assessment of risk to the victim and delivering a service that is appropriate to that level of risk and working with other agencies to ensure that they play their part in keeping the victims of stalking safe. This role will include working closely with the case management supervisor to ensure monitoring and reporting responsibilities are delivered.

Patron: Lady Edwina Grosvenor

Directors: Laura Richards, Rachel Horman, Allan Aubeelack, Zoe Dronfield, Baroness Jan Royall and Shonagh Dillon

Paladin NSAS, (trading as Paladin-National Stalking Advocacy Service), a charitable company limited by guarantee with company number 09772287 and charity number 1163801 and registered office Watson Ramsbottom, 25-29 Victoria Street, Blackburn. BB1 6DN and postal address PO BOX 72962 London, N7 1DZ

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 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.

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 caseload 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 Paladin case management policy: Be proactive in carrying out periodic case reviews of your cases, 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 and 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 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

You are required to:

- Have a good understanding of stalking including the impact of domestic abuse, sexual violence and gender based violence on victim/survivors and their children.
- Have theoretical, practical and procedural knowledge of civil and criminal justice remedies for victims of stalking.
- Understand child protection issues, 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.
- Understand the remits and resources of relevant statutory bodies and voluntary agencies.
- Understand and be committed to equal opportunities and diversity issues in policy and practice.

Experience

You are required to have experience of:

- Working with vulnerable people.
- Managing a high risk caseload.
- Working within a multi-agency and legislative framework.
- Writing reports, briefings, newsletters and case studies.

Skills/ Qualifications/ Professional Membership

You are required to:

- Have good computer literacy skills and have some experience of working with databases.
- Hold a 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.

- Have excellent communication, negotiation and advisory skills, both written and verbal when interacting with a range of agencies and individuals.
- Have strong crisis management skills and the ability to deal with stressful and difficult situations.

Personal qualities

You will be required to:

- Be compassionate and empathetic with your client's situation.
- Show initiative and be proactive when managing your case load and interacting with your clients and agencies you're working with.
- Act with integrity and respect when working with all clients, agencies and individuals.
- Work flexibly as part of a team.
- Be optimistic about the possibility of personal growth and change.
- Motivate individuals and agencies to move through courses of action and decision making processes.