

**Threshold DAS**

**Project Y – Family Mediation and Child to Parental Abuse Facilitator**



**Post:**  Mediation and Child to Parental Abuse Facilitator

**Hours:** 35 hours per week

**Salary:** £23,114 - £24,521

**Location:** Carmarthenshire and Pembrokeshire

**Responsible to**: The Project Y Project Manager

**Job Purpose:** Where appropriate as a family mediation facilitator you would assist young people and families to find ways of communicating with each other and discuss issues constructively. You will also be expected to provide information if required to help people make informed decisions. Also, the first point of call as a facilitator of a child to parent abuse support.

**Key Responsibilities:**

* Screening of all referrals to determine which cases are appropriate for mediation.
* Provide shuttle mediation and telephone mediation when appropriate.
* Provide mediation on a 1: 1 basis and where appropriate as a family to young people and their parents.
* Assist young people with safety strategies.
* Mediate in family conflict situations.
* Help to develop a pattern of communication between the family members (both immediate and extended family).
* Prepare settlement agreements.
* Make referrals to appropriate organisations.
* Keep accurate and confidential records of discussions
* Delivery of support for those, where there is parental abuse at home.
* To deliver Threshold’s ‘Future Proof’ programme.
* To prepare reports for other agencies in line with the programme's confidentiality policy.
* To provide advocacy on behalf of service users with external agencies where appropriate.
* To liaise with other agencies as appropriate, attending core group and case conferences as required.
* To implement actions agreed upon in risk review discussions.
* Support and facilitate the health and well-being side of the programme.
* To assist in presentations or workshops about the work.
* To attend clinical/practice supervision.
* To assist in producing statistical and other reports on work done with women to meet the requirements of funders and the Board of Trustees.
* To provide mediation on a Saturday and one evening a week.

**Service Development:**

1. To work with other agencies in the service’s main target area to ensure the activities of Project Y dovetail well with the range of responses to domestic abuse in the area.
2. To represent the organisation at multi-agency events to ensure that the profile of the service remains high.
3. To develop new approaches to service delivery to ensure that the service remains current and valued.
4. To ensure that evaluation procedures are undertaken, and results disseminated.
5. To undertake any necessary tasks to raise and maintain the profile and reputation of the service.

**Other:**

1. To attend and contribute to team meetings, team facilitation and planning events that are organisation wide.
2. To conduct all work in a way that reflects the aims and principles of Threshold’s policies on Equal opportunities and confidentiality.
3. Attend line management sessions as requested and provide information on client work, service delivery and organisational issues to the line manager.
4. To implement decisions agreed upon in line management meetings.
5. To participate in developing policy strategies and working practises by attending meetings and giving feedback as appropriate to others doing this work.
6. To assist with the general cover of Threshold’s office, to keep up to date with domestic abuse issues and participate in relevant training as required.
7. To undertake other duties as reasonably requested.
8. An enhanced DBS check will be required for this post.

**Important**

The job description is indicative of the range of current duties and responsibilities of the post: however, the list is not exhaustive the duties are flexible to suit the needs of the project. The duties will inevitably change as the role develops, and is essential, therefore, that it should be regarded with a degree of flexibility so that changing needs of our service users can be met.

**Hours of work**

Workers will provide direct support and manage their caseload between the hours of 9 am and 4.30 pm throughout the week. However, you will be expected to work at least one Saturday morning a month and one evening a week.

**On call**

You will be required to take part on call as a backup worker on a rota basis.

**Person Specification**

This person specification states the essential experience, knowledge, skills, and attitudes that the selection panel will use to draw up a short list of applicants to be interviewed. When filling out your application form, please think carefully about how you can demonstrate that you meet each point in the person specification and give examples wherever you can. It is insufficient simply to repeat what it says in the person’s specification.

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Education/ Qualifications** | * A good Degree in an appropriate subject 2.1 or above
* GCSE level pass in English and Maths or equivalent.
* 2 years experience of working with Children and Young People
 | * A domestic abuse qualification
* Mediation qualification
* Working with children and young people in crisis
* Experienced in report writing
* Understanding of Safeguarding
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| **Knowledge/Skills** | * Experience working as a family mediator
* Working knowledge of current legislation concerning Domestic Abuse.
* Excellent understanding of the impact DA has on the whole family dynamics and how to respond appropriately
* Excellent understanding of the power balance
* Experience in managing family conflict and conflict resolution
* Understanding of the legal system and legal options available to the family
* Excellent understanding of children protection
* IT skills
* Excellent oral and written communication skills.
* Presentation skills
* Experience in producing reports
* The ability to engage hard-to-reach service users
* Ability to work to and meet deadlines.
* Ability to work as part of a team or on own initiative.
* Forward-thinking, able to anticipate requirements.
* Able to use initiative and judgement.
* Awareness of sensitive issues and ability to apply a high level of discretion and confidentiality.
* Flexible and adaptable approach to working.
* To have a non-judgemental and non-directive attitude towards service users.
* High level of self-awareness
* Full clean driving license and use of a vehicle.
* Availability for evening weekend work.
* A wiliness to take part in the on-call rota if required.
* Willingness to take part in the training.
 | * Experience in liaising with other agencies, both statutory and voluntary.
* Experience in working with groups.
* Experience working with families in a Domestic Abuse setting
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