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| **Job Description** | |
| **Job Title** | CAPVA (Child and Adolescent to Parent Violence and Abuse) IDVA |
| **Responsible for** | Volunteers, Students |
| **Direct Reports** | NIDAS Service Manager |
| **Based** | County Hall, Norwich |
| **Job Purpose** | |
| The CAPVA (Child and Adolescent to Parent Violence and Abuse) IDVA will be part of our team within the Norfolk Integrated Domestic Abuse Service (NIDAS), which is a community-based service providing flexible, safe, supportive, and confidential service.  The CAPVA Intervention is a new service for Norfolk where support is offered to the whole family when the child/ren/adolescent (8-18), engages in abusive and violent behaviours towards people close to them, usually a parent or adult carer. Abusive behaviour can include physical violence; emotional, economic, or sexual abuse; and coercive control. It may also include damage to property and abuse towards other family members, particularly siblings.  The purpose of the CAPVA IDVA role is to work in a multi-agency environment supporting both the child/adolescent and the non-abusive parent/s or care giver.  You will also provide holistic whole family support to encourage and empower non-abusive parents and children/young people to take control of their lives and assist them in making choices appropriate to their age and development level.  Full and accredited training will be provided to deliver RESPECT Young People Programme (RYPP) to work with young people and their families, encouraging everyone to take a role in stopping the abuse and learning respectful ways of managing conflict difficulty, and intimacy will be provided to give the skills and knowledge for the role, following a successful probation period.  This RESPECT Young People’s Programme (RYPP) is an evidenced based intervention designed to address CAPVA. This training will result in a nationally recognised qualification.  You will receive structured supervision sessions from RESPECT at scheduled intervals.  This role is subject to DBS and enhanced Police security clearance. | |
| **Key Functional Responsibilities** | |
| * To deliver the Respect Young People’s Programme with young people (8-18) and their families. * Build a relationship with each family and engage at their pace and in their preferred way; taking a service user led, flexible approach to providing practical and emotional support, and utilising the evidenced based intervention (RYPP) designed to address CAPVA. * To offer telephone, face-to-face and support to young people and their families encouraging everyone to take a role in stopping the abuse and learning respectful ways of managing conflict difficulty, and intimacy. * To work with families to provide support, insight and simple solutions to help improve family relationships via weekly structured sessions which takes about three months to complete. * Comply with all Health & Safety policy and procedures and carry out activities in a safe manner. * Maintain accurate and thorough case records, including recording outcomes and outputs of the programme. * Comply within Data Protection and GDRP legislation and best practice. * To participate in multi-agency meetings and service user groups as appropriate. * To ensure that all safeguarding issues and concerns are reported and dealt with in accordance with organisational policy and procedure, legislation, and best practice. * To offer a client-led service and be flexible around working hours to suit the needs of the families that you work with. This could include some evening or weekend work. * To promote and work within the policies and guidelines of NIDAS and employing organisations. | |
| **Key Strategic Responsibilities** | |
| * Work in a multi-agency framework and environment, safeguarding adults, and children. * Promote Equality, Diversity, Fairness, and Inclusion at all times. * Promote a ‘Team NIDAS’ culture across the service delivery. * Ensure that our service users voices are central to all aspects of service delivery and is evidenced through safety and support planning, risk assessment and reviews. * Be part of a team of community and family IDVAs and work collaboratively with colleagues throughout the NIDAS Partnership to deliver our visions, values, and objectives. * Be innovative in identifying methods to successfully engage with people across a wide range of backgrounds and with diverse needs. * Look for opportunities to improve and develop services that we offer. * To promote collaboration and multi-agency working for service users and maintain up to date knowledge of local services to enable recovery. * Support our service users to link into statutory, health and social care services to maximise their wellbeing and recovery. * To implement NIDAS’s strategy on consultation and service user involvement to ensure that all service users can participate and contribute to the development of the NIDAS service. | |

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| **Person Specification** | |
| **Education & Qualifications** | **Essential**   * Driving Licence, Business insurance and ability to travel across Norfolk.   **Desirable**   * A relevant childcare qualification level 3 or equivalent and experience of working with children and young people. |
| **Experience** | **Essential**   * Experience of working in a voluntary or statutory agency for a minimum of two years with children and young people or vulnerable people. * Experience of advocating for children and young people.   **Desirable**   * Experience of using risk assessment tools for victims of domestic abuse. * Experience of being creative, planning and running a range of therapeutic activities for children and young people. * Experience of delivering talks and presentations to children, young people, and agencies. |
| **Knowledge & Skills** | **Essential**   * Knowledge of legislation around safeguarding vulnerable adults and children. * Excellent written and verbal communication skills, engaging with service users, colleagues, and partners. * IT skills including use of Microsoft Office, Teams, case management systems, and databases. * Inquisitive and problem solving. A commitment to seeking new ways of working to achieve positive outcomes. * A clear understanding of Data Protection, GDPR, confidentiality, and data sharing protocols.   **Desirable**   * An understanding of a strengths-based and trauma informed approach to support. * An understanding of the impact of domestic abuse on young people, children, and families. |
| **Values** | * Reliable, enthusiastic, non-judgmental, and understanding. * Ability to be flexible and work independently, or as part of a team. * Ability to respond calmly in sometimes pressured situations. * Respect and value the diversity of the communities in which we serve and recognise the needs and concerns of a diverse range of children and young people, ensuring the service and your approach is accessible to all. * Always seek to expand your learning and undertake all training and development essential for this role. |