



Role profile:	
Role title: Looking Forward Practitioner	Reports to: Head of Client Services
Team: Looking Forward	Salary: £26,445.84 to 28,226.47 (salary points 20-23)*
Hours: Fixed Term – 12 months with possibility of extension	
<p>Purpose of the role: The role will work directly with women who have had child/ren permanently removed from their care following involvement from family courts. Women will often have complex needs including substance misuse, homelessness and experiences of domestic abuse, alongside experiencing significant grief and loss following family separation.</p> <p>You will work in a flexible and highly focused way to deliver this specialist, bespoke support on a 1:1 basis to enhance safety and resilience to cope with circumstances. You will assist these women to achieve a level of stability and promote both mental and physical health through the use of practical as well as psychological/therapeutic support.</p> <p>This post will take a particular focus on supporting women who have experienced or are experiencing Domestic Abuse. You will be IDVA qualified or be willing to work towards this qualification in post (training will be funded by Oasis). You will work closely with partner agencies and utilise Looking Forward’s expertise and bespoke approach to advocate for the needs of women who have experienced child separation to promote safety and reduce risk of harm. You will contribute to Communities of Practice and seek opportunities to contribute to wider system change through highlighting the complex needs and rights of birth parents, as well as promoting effective approaches to practice.</p> <p>Casework will be delivered via a combination of assertive outreach in the community/home visits (where appropriate) and from Oasis Project’s women only building in central Brighton. There is opportunity for hybrid approach with working with some days being office-based and others working from home.</p>	

Responsibilities:

Client Service Delivery

- Work flexibly and assertively to ensure accessibility of the service, offering both brief, crisis and care planned support interventions.
- To work in a trauma informed way which advocates for women to enable them to meet their goals, and responding to feelings of grief and loss

- Have excellent knowledge of approaches to responding to Domestic Abuse, enhancing safety and providing emotional support
- Work as an effective member of the team both internally and with partners
- Ensure a collaborative approach is used, ensure effective communication within a multi-disciplinary team, with both internal and external partner agencies.
- Be able to assess the risks facing women with complex needs and work with them and others to safeguard them
- Arrange and contribute to multi-disciplinary meetings
- Take an empathic, flexible and solution-focused approach to motivate and support women to engage with the project and other services, which will include establishing and restoring trust
- Empower women with resilience and skills to cope with circumstances
- Have a good knowledge of the health and social care system to enable women to navigate this as needed.
- Understand and uphold principles of reproductive justice

Adult and Child Safeguarding

- Be committed to the safeguarding of children and adults
- Be familiar with best safeguarding practice and procedures, making understanding of Oasis safeguarding protocols a priority and taking appropriate action as necessary
- To keep up to date with training

Service Commitment and Accountability

- Have a comprehensive understanding of the ways in which women with complex needs can present and the challenges they face in accessing appropriate support.
- Maintain accurate contemporaneous records
- Liaise with service providers and deliver new referral pathways as required.
- Support colleagues to ensure high standards of care delivery, use informal and formal teaching and coaching methods
- Ensure consistency of data collection and reporting using our database management system
- Monitor own performance to ensure it meets agreed performance targets and expectations
- Participate and using management information and data as appropriate
- Participate in the continuous improvement of Oasis' services.
- Represent Oasis at local and national meetings ensure productive working relationships

Values and Ethos

- Demonstrate commitment to the vision and values of Oasis and understand how your own behaviour and actions impact this
- Contribute to maintaining a culture of shared ownership and responsibility that supports Oasis in achieving its overall mission.
- Understand and commit to equality, diversity and inclusion best practice with a particular focus on hard to reach and marginalised women service users.
- Be aware of and commit to working in a way that is 'trauma informed' and recognise this approach as part of Oasis' overall commitment to providing gender responsive services

- Observe professional boundaries in relationships with service users, peers and other relevant professionals
- Participate in the continuous improvement of Oasis' services

Continuous Development

- Reflect on and develop your own practice
- Monitor your own performance to ensure it meets expectations and agreed performance targets
- Make use of supervision opportunities, ensuring there is two-way dialogue
- Participate in training and other development opportunities
- Contribute to the development and knowledge of others by sharing your experience and skills

Compliance

- Ensure that Oasis and its services are represented in a professional manner at all times
- Meet agreed performance targets and outcomes
- Use management information and data as appropriate
- Comply at all times with health and safety regulations
- Ensure risk assessments are completed as appropriate
- Take personal responsibility for own safety
- Comply with all relevant policy and procedure, standards and codes of conduct
- Meet all regulatory requirements
- Comply with Oasis' policy and procedure particularly confidentiality and data protection guidance
- Use IT and databases to keep records up to date in line with agreed processes
- Undertake any other reasonable duties as requested by the line manager

PERSON SPECIFICATION	Essential or Desirable
RGN / RMN / Social Worker (SWE registered) / Counselling qualification or demonstrable experience of working with women who have complex needs and have had child/ren removed from their care	Essential
IDVA qualified, or willing to undertake training in post (*those who are already qualified will be considered at the higher end of the salary bracket)	Essential
Knowledge of the key issues facing women who have had children removed from their care, in particular women with complex needs including Domestic Abuse and a commitment to helping women access relevant support	Essential
Knowledge of child protection legislation and procedures as well as knowledge of trauma, loss and the impact early childhood experience can have	Essential
Experience of independently planning and delivering motivational interventions, emotional support and practical casework interventions across a diverse caseload	Essential

Knowledge of the concept of 'Trauma informed' working and experience of delivering in practice	Essential
Experience of multi-agency working, including working with statutory and voluntary sector services	Essential
Resilient attitude and ability to work in a way that is reflective, adaptable and non-judgmental and adheres to professional boundaries at all times	Essential
Ability to communicate effectively both orally and in writing with clients, colleagues and external audiences	Essential
Able to work on own initiative, without close supervision and as part of a team	Essential
Excellent organisational and administrative skills	Essential
Ability to prioritise and meet deadlines	Essential
Excellent I.T. skills, including use of social media for promotional activity	Essential
Commitment to safeguarding children and vulnerable adults	Essential
Commitment to the principles of equal opportunity and diversity	Essential
Ability to deliver against agreed objectives and targets and to work efficiently	Essential
Understanding of the importance of taking responsibility for own behaviour and actions	Essential
Awareness of best practice around confidentiality procedures and a clear understanding of data protection guidelines	Essential
Experience of working within the sexual health / substance misuse / sexual violence and abuse field	Desirable
Experience of presenting information to a range of audiences/delivering training	Desirable
Experience of working within system change initiatives	Desirable

This role is only open to female applicants as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

The post is subject to the satisfactory completion of a Disclosure and Barring Service (DBS - formerly CRB) check at an enhanced level. This job description accurately reflects the present position; it may be reviewed and amended but only after a proper period of consultation.

Oasis is committed to equal opportunities and welcomes applications from people with relevant life as well as professional experience, and those with disabilities who are currently under-represented in the organisation. People from Black and Minority Ethnic communities are underrepresented in our organisation and we particularly welcome applications from this group.