

Job Description and Person Specification

Domestic Abuse Worker - Families First Team (FFT)

A Lambeth to be proud of



Job Title: Domestic Abuse Worker — Families First Team (FFT)

Department: Children, Families and Education

Division: Families First Partnership

Business Unit: Families First Team (FFT)

Grade: PO1

Reports to: FFT Team Manager (with strong professional links to local DA services)

Context

The Domestic Abuse (DA) Worker is to strengthen safeguarding decisions, contribute multiagency insight, and ensure safe, responsive support for survivors across all FFT cases where domestic abuse is a factor.

Job Purpose

To provide **expert, trauma-informed domestic abuse assessment, safety planning, and intervention** within the **10-day FFT window**, ensuring that children and families receive rapid, specialist-supported help that prevents escalation to statutory safeguarding processes wherever safe and appropriate.

Responsibilities

1. Specialist Domestic Abuse Assessment

- Undertake **swift, specialist DA triage and risk assessment**, including coercive control, stalking, hidden harm, and patterns of perpetration.
- Identify immediate and longer-term safety needs for survivors and children.
- Provide analysis to inform threshold decisions where DA intersects with safeguarding, mental health, housing, and other vulnerabilities.

2. Safety Planning & Early Intervention

- Develop **robust, personalised safety plans**, including contingency actions, safety in separation, and protective strategies for children.
- Provide rapid guidance on legal rights, civil orders, and criminal justice pathways where survivors seek protection.
- Support survivors to access DA-specialist services, refuge, counselling, advocacy, and community-based support.

3. Contribution to the 10-Day FFT Model

- Complete DA assessments and actions **within the 10-day timeframe**, enabling timely decisions (close, step-down, escalate).
- Feed DA analysis into Day-1 “what good looks like” planning with the social worker and Senior Social Worker.
- Respond quickly to changes in risk throughout the short-term intervention.

4. Multiagency Collaboration

- Work closely with Housing, Mental Health, Substance Misuse, SEND/CWD, Debt, Social Worker roles, and Edge-of-Care capacity to manage DA-related risk holistically.
- Contribute expert input to weekly FFT allocation/decision panels, supporting threshold and escalation decisions.
- Liaise with police, MARAC, courts, health practitioners, and specialist DA organisations where appropriate.

5. Safeguarding & Escalation

- Identify cases that meet **immediate statutory or CP thresholds** and escalate through the FFT Manager for senior sign-off.
- Explain consent and information-sharing appropriately, following FFT scripts and safeguarding rules.
- Document DA-related risk clearly within the FFT analytical summary to support defensible decisions.

6. Recording, Data & Quality Assurance

- Maintain accurate, timely and sensitive case notes using approved systems.
- Provide concise DA expertise for case closure, warm step-down to Family Hubs, or referral onwards to specialist domestic abuse pathways.
- Contribute to FFT KPIs including timeliness, family experience, and safe early resolution.

PERSON SPECIFICATION

Domestic Abuse Worker - Families First Team (FFT)

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with “Ticks” (✓) on the person specification when you complete the application form.			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Qualification	Q1	IDVA qualification or equivalent VAWG specialist training — highly desirable.	
	Q2	Strong safeguarding and trauma-informed practice training — essential	✓A
Key Knowledge	K1	In-depth understanding of domestic abuse dynamics including coercive control, high-risk indicators, stalking, and separation-related risk	✓A
	K2	Strong understanding of the impact of domestic abuse on children’s lived experience and child development	✓A
	K3	Strong knowledge of trauma-informed, survivor-led practice	✓A
	K4	In-depth understanding of safeguarding law and Working Together 2023 expectations for early help and risk management	✓A
	K5	Strong understanding of DA criminal justice processes, MARAC, and civil protection measures. Ability to build trust and rapport with survivors in short time periods.	✓A
	K6	Awareness of how DA intersects with housing, mental health, substance misuse, SEND/CWD needs, debt, and poverty. Confident in explaining safety planning options and realistic pathways.	
Relevant Experience	E1	Experience providing specialist DA support, advocacy, or IDVA-style intervention — essential	✓A
	E2	Experience working with children, survivors, or families in crisis. Skilled at completing sensitive, accurate DA risk assessments under time pressure.	✓A
	E3	Experience in multiagency safeguarding or front-door/early-help settings — desirable Excellent multiagency communication skills, including in panels and case discussions.	

Core Values and Behaviours		Equity • Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter. • Ensure fairness and justice is at the heart of my decision making and support to my team and others. • Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do. • Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part • Take positive action to ensure everyone in my team has opportunities to learn and grow at work • Encourage everyone to be themselves at work and value who they are • I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.	
		Kindness • Treat each member of my team with respect and dignity just as I would want for myself. • Encourage each member of my team to do their very best work and am available to them to provide support and guidance. • Personalise my support to each team members and look out for them, lending a hand wherever I can • Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together • Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard • Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals. • Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth. • Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.	
		Accountability • I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way	

		• I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives. • I ensure my team plan ahead, getting the basics right and take swift action when problems arise • I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others. • I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track. • I share my learning, knowledge and skills with others thorough coaching and mentoring and encourage others to do the same. • I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do. • I encourage my team to learn and grow and ask questions to find the information they need to do their jobs	
		Ambition • Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do. • Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved. • Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together • Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes • I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities. • Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries. • Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.	

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