

## Job Profile

# Enter Job Title Domestic Abuse Housing Alliance Project Coordinator

Grade:

Date created:

### About the Job

You will play a key role as part of Gloucestershire Housing Partnership Team to coordinate work across participating local authorities in Gloucestershire to achieve Domestic Abuse Housing Alliance accreditation. You will project manage the process and engage with the wider partnership to ensure the accreditation is achieved. You will influence local authority responses to domestic abuse to ensure systems and procedures are effective and survivor led.

Gloucestershire Housing Partnership is a partnership between Gloucestershire's six district councils, Gloucestershire County Council; Gloucestershire's Integrated Care Board and the Office for Police and Crime Commissioner. You will join a team that works across three programme strands covering rough sleeping; domestic abuse and international resettlement, and will contribute to the wider DA and Housing programme. The Housing Partnership Team work in a flexible hybrid way, however, some on-site working at the local authorities you are working with is encouraged and will be facilitated by each local authority.

### This is what we need you to do...

- Lead on the project management and implementation of the DAHA accreditation programme by supporting local authorities to embed the DAHA values of integrity, collaboration, empathy, empowerment, respect, accountability.
- Maintain close working relationships with participating District Council Housing Services (Housing Options and Housing Management – as relevant) to create a culture within housing services which ensures the domestic abuse response represents the DAHA principles.
- Form and chair cross-district strategic and operational steering groups to lead and embed the DAHA programme across all layers of the services. Facilitating opportunities for peer learning across
- Work closely with colleagues across the participating local authorities to develop and implement approaches and collate evidence of how they meet the Domestic Abuse Housing Alliance priority areas and standards in advance of assessment, including but not limited to:
  - Policies and procedures - embedding legislative developments and best practice, whilst influencing solutions where these interact with shared policies (ie. countywide allocation policy)
  - Publicity and awareness raising to enable effective engagement and promote early identification
  - Partnerships and collaboration with specialist support agencies to implement robust wholistic responses to meet the needs of the

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- local authorities around troubleshooting and best practice.
- Provide quarterly reporting on accreditation progress and escalate risks and thematic barriers to the Domestic Abuse Local Partnership Board Housing Sub-Group.
  - Provide progress reports/communications for the Corporate and Member leads who are sponsoring the accreditation work.
  - Liaise with colleagues in the Housing Partnership to keep up to date with any national and countywide developments, including relevant learning from domestic abuse related death reviews or serious case reviews.
  - Work in partnership with and embrace peer support from other DAHA leads across the South-West Region.
  - Promote the role of all relevant statutory and non-statutory services available to victims / survivors of domestic abuse and support local authorities to have a proactive safeguarding approach to support victim/survivors and/or their children.
  - Develop multi agency partnerships with a range of professionals and agencies to address the housing-related needs of perpetrators.
  - Articulate and promote DAHA Accreditation achievements and demonstrate impact of the systems change work and its relationship with the broader model of the Whole Housing Approach.
  - Support wider co-production across the Housing Partnership, and DAHA accreditation specific co-production opportunities to ensure survivor voice and voice of the child are central to the work.
  - Deputise for the Programme Manager and Domestic Abuse Housing Coordinator on occasion.
- household.
- Safety-led case management - improving use of evidence-based risk assessment tools, supporting the development of accurate, comprehensive and confidential case management records and establishing appropriate information sharing and auditing processes.
  - Survivor-led support, ensuring survivor voices can shape the accreditation work and person-centred support is embedded throughout the authorities.
  - Intersectional and anti-racist practice, aligning this work with Making Every Adult Matter Gloucestershire's programme to improve responses to people facing multiple disadvantage
  - Perpetrator accountability, introducing policies and procedures that empower local authorities to hold perpetrators to account, prioritising the safety of survivors in decision making.
  - Staff development and support, including
    - embedding the countywide training pathways for domestic abuse and housing;
    - championing the implementation of Trauma Informed Approaches that prevent retraumatisation of victims/survivors and protect professionals from vicarious trauma;
    - engaging with the Domestic Abuse Housing Champions Network Chair to support district members to join and implement Champions within their local authorities.

## Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the Council reserves its right to amend or add to the accountabilities listed above.

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## The ideal candidate will have...

### Experience

- Significant experience of supporting people affected by Domestic Abuse.
- Experience of working in social housing / homelessness.
- Experience of project management, preferably obtained within a domestic abuse advocacy role or within the housing sector.
- Experience of successfully managing process and system change.
- Experience of partnership and collaborative working, building influence across a broad system.
- We welcome applications from people with lived experience of homelessness, domestic abuse or the immigration system.

### Knowledge, Skills and Understanding

- Excellent understanding of the dynamics of domestic abuse (including Honour Based Abuse and other Harmful Traditional Practices) and experience of working with people who have experienced multiple disadvantage, including an understanding of how these intersect with domestic abuse to perpetuate social exclusion.
- Excellent understanding of the range of housing-related issues likely to affect families experiencing domestic abuse, and awareness of the statutory and regulatory frameworks underpinning these, including knowledge of Homelessness Reduction Act (2017) and Domestic Abuse Act (2021).
- Ability to design, test and deliver tools, systems and frameworks that will enable a better response to domestic abuse by colleagues across the service.
- Able to identify gaps in service delivery and use a creative, solution-focussed, strengths based and trauma-informed approach with a clear sense of purpose that engages, motivates and respectfully challenges practice.

- Demonstrates understanding of the principles of good project management, (ie. engagement, organisation and implementation skills).
- Ability to manage projects with multiple stakeholders and reporting requirements, to challenging timescales.
- Ability to influence senior leaders, manage change and negotiate across complex and competing priorities.
- Ability to present complex information and decisions in a clear and concise manner, both orally and in writing.
- Ability to work with changing technology and embrace change and digital transformation.

### Behavioural attributes

- Aligns with Gloucestershire Employee Values and behaviours which are available on our [website](#)
- Our values are Accountability, Integrity, Empowerment, Respect and Excellence
- You will demonstrate resilience, flexibility, accountability and excellent organisational skills.
- You will take personal responsibility for “making things happen”, delivering results and always meeting deadlines.

### Education & Qualifications

#### Desirable

- Educated to degree level, relevant housing and/or domestic abuse qualification or equivalent experience.

This position is subject to an enhanced DBS check.

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