

Job Title: Practitioner for Domestic Abuse and Gender based violence (Female Only)

Organisation: Four Square Homelessness Charity **Location:** North-east of Edinburgh

Position Type: Full time **Salary:** £28,274

The organisation exists to prevent homelessness and find routes out of Homelessness into independent living for the people we support every day.

Our Values are **Support, Integrity, dignity, and Excellence.**

Purpose of the service

Is to address the unique and complex needs of individuals who are experiencing both homelessness and abuse. This service aims to provide support, protection, and resources to survivors of domestic abuse and gender-based violence who are also facing the challenges of homelessness.

Purpose of Role

We are seeking a dedicated and compassionate professional to join our team as a Domestic Abuse and Gender-Based Violence Practitioner with a focus on individuals experiencing homelessness. The successful candidate will play a critical role in providing specialized support and advocacy for those facing the intersection of domestic abuse, gender-based violence, and homelessness.

The Behaviours we expect is someone who will demonstrate:

Initiates conversations and activities with the people supported, adjusting their approach to meet individual need.

Demonstrating the importance of proactive engagement with individuals and adapting communication styles.

Adaptable to changing circumstances and adjusting support plans when needed. Will use feedback to improve and enhance the quality of support provided.

Adheres to the SSSC (Scottish Social Services Council) Codes of Conduct, Health and Social Care Standards and Care Inspectorate requirements.

Respecting confidentiality, boundaries, and privacy. Recognises and addresses any potential conflict of interest.



A person with good judgment and communication skills who will make informed decisions that involves critical thinking and problem-solving skills, especially in situations that require navigating challenges or conflicts with people who use our services.

Taking accountability for your actions, decisions, and the outcome of support provided.

Transparent about actions, decisions, and processes, including open communications with people we support and colleagues across the organisation.

Constructively questions colleagues on best practices and provides feedback. Clear and respectful communication with young people and colleagues.

Actively listening to understand and respond appropriately to individual needs.

Collaborates effectively with colleagues, healthcare professionals and colleagues to contribute towards a positive and supporting team environment.

Recognises when a colleague is facing challenges and proactively offers support without being prompted.

Can demonstrates a problem-solving mindset, as it involves identifying issues and taking initiative to address them.

Paying close attention to individual needs, preferences, and support requirements.

A person who can accurately document and report information.

Typically spends less than 1 hour per shift on administrative tasks and demonstrates the importance of focusing on direct support and are effective when recording.

Takes calculated risks and can handle crisis situations in the service when they arise.

A person who can remain composed under pressure and has the capacity for quick thinking and problem resolution in high-pressure situations.

Can lone work in the service, other services or in the community.

Builds positive relationships with people supported while managing expectations and boundaries.

Using feedback to improve and enhance the quality of care provided.

Respecting the dignity, autonomy, and independence of individuals we support. Involving individuals in decision making about their support.

Role modelling that demonstrates a positive regard, respect, and kindness towards those receiving support.

Take an active role in continuous improvement by identifying areas for enhancement, participating in training and education, and contributing to the overall improvement of the service.

Is engaged in learning opportunities, sharing learning, and putting learning into practice.

Emphasises a commitment to personal and professional growth and a culture of shared knowledge.

Prioritise the safety and well-being of people we support and will follow safety protocols and guidance.

The person needs to:

- Attend and participate in monthly reflective practice groups.
- Attend and participate in monthly team meetings.
- Attend, prepare for and action monthly case management meetings.
- Evidence training and development undertaken to meet SSSC requirements.
- Participate and contribute to debriefing of significant incidents and near misses.
- Take responsibility for scheduling and preparing for supervisions, case management meetings and appraisals.

To apply for this job, you must have:

- Minimum qualification of SVQ Level 2 in Health and Social Care or have at least 2 years relevant experience in a social care setting with young people.
- Knowledge of trauma informed practice and ways of working.
- Membership of the Protection of Vulnerable Groups (PVG) scheme.
- Registration with SSSC and meet requirements.
- Be able to use IT effectively including management systems, databases, and Microsoft 365.