

February 2024

# Women's Aid Recruitment Pack

## Maternity Project Outreach Support Worker

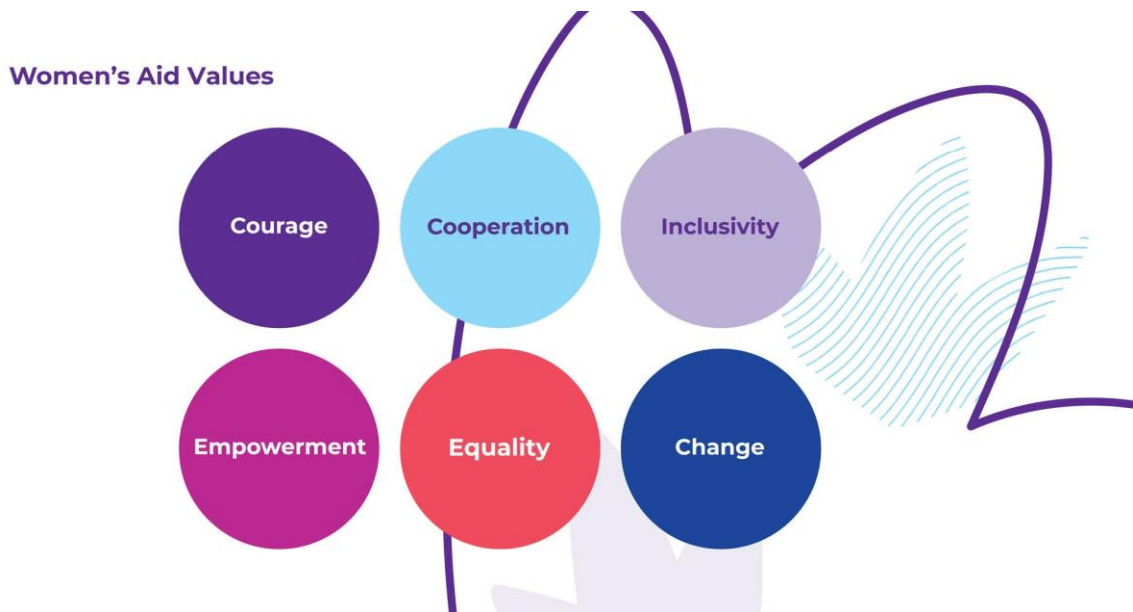
Women's  Aid

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## About Women's Aid

Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse. We do this by advocating, influencing, training, and campaigning for effective responses to reduce the scale and impacts of domestic abuse on women and children and providing high quality, specialised, integrated, support services.



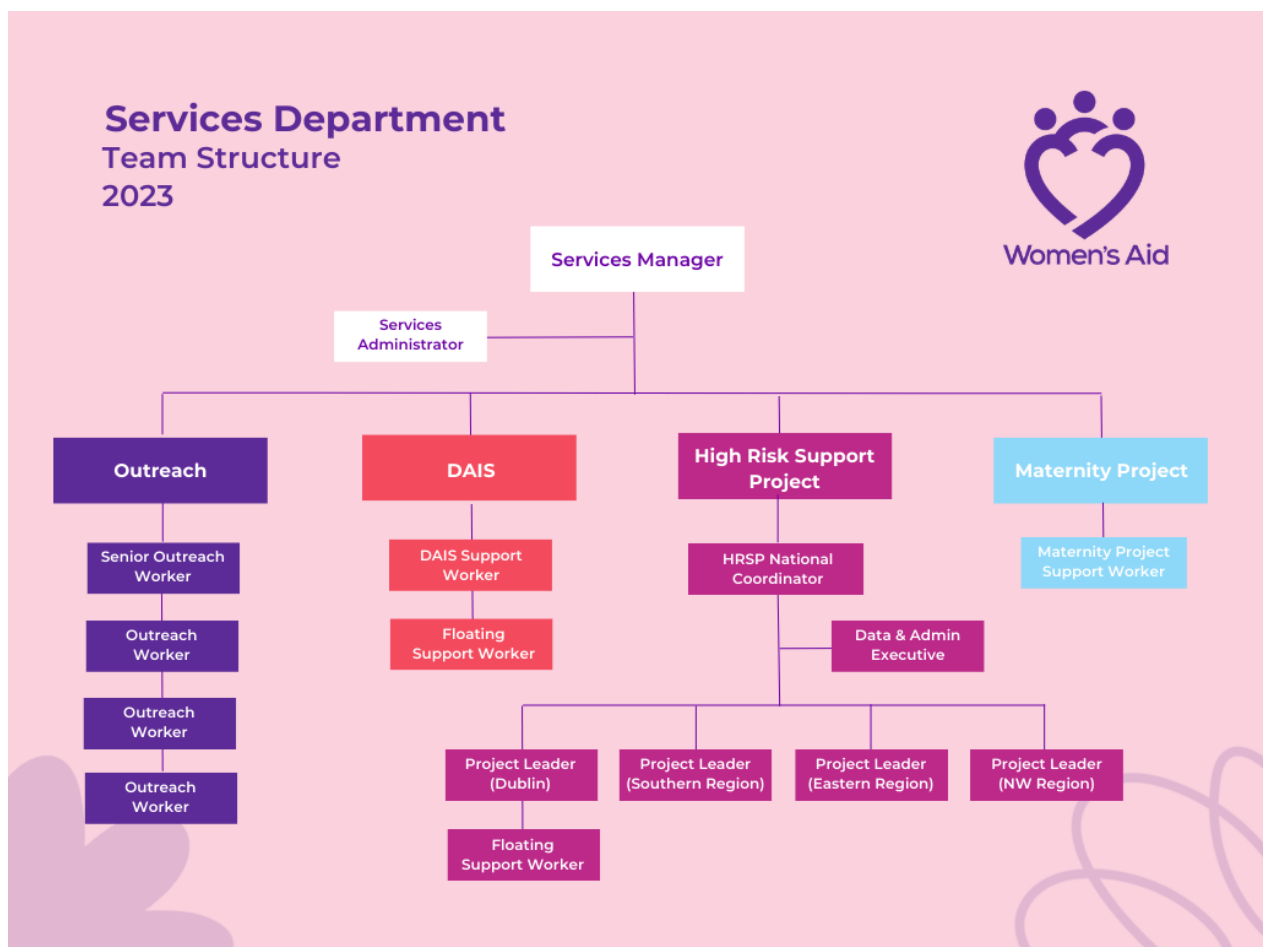
Our vision is an equal Ireland with zero tolerance of all forms of violence against women, including domestic abuse. For more information read our [Women's Aid Statement of Strategy 2022-2024](#).

## About the Services Department

The Services Department offers face-to-face supports to women subjected to domestic violence and abuse, through our one-to-one casework support, the Domestic Abuse

Information and Support Service in Dolphin House, The Maternity Project Outreach Service and the High Risk Support Project.

## Services Department Structure



### Benefits of Working with Women's Aid

- **Annual Leave:** Annual leave entitlement is 25 days per annum pro rata.
- **Privilege Days:** Good Friday and Christmas Eve.
- **Pension:** Women's Aid operates a contributory pension scheme, which all employees may join after 6 months in the organisation.

- **Maternity Leave:** Women's Aid will pay full salary (less Social Welfare benefits) for the period of the 26 weeks paid leave (subject to 1+ year service).
- **Parent's Leave:** 7 weeks' leave topped up to full salary during the first 2 years of a child's life, or in the case of adoption, within 2 years of the placement of the child with the family for eligible employees.
- **Employee Assistance Programme:** Women's Aid provides an extensive employee assistance programme operated by Peninsula.
- **VHI:** Women's Aid operates a group VHI scheme, which you may join.
- **Death in Service Benefit:** Available for all employees to the value of 2 years' salary.
- **Health Services Staffs Credit Union:** Employees of Women's Aid may join the Health Services Staffs Credit Union.
- **Trade Union Membership:** The staff of Women's Aid has an option of joining the recognised representative Trade Union ForSa.
- **Training Allowance:** Annual allowance for staff members to undertake training to enhance skills and expertise (subject to budget availability).
- **Travel Supports:** Bike-to-work schemes and tax saver commuter tickets.
- **Equality and Diversity:** Women's Aid is committed to the promotion of equal opportunities and cultural diversity.

## About the Maternity Project

Pregnancy is identified as a high-risk period, when domestic abuse often begins or intensifies. Maternal outcomes include injury, fear, anxiety, depression and death. Risks to the baby include miscarriage, premature labour, stillbirth, intrauterine growth restriction, placental abruption, foetal bruising and fracture.

Through engagement with stakeholders in maternal health, Women's Aid identified a service gap whereby there was a stated desire from maternity hospitals to enhance ability among key staff to identify and respond to pregnant women suffering abuse, and refer them for specialist support.

The pilot Women's Aid Maternity Project commenced in May 2021 with a Project Co-ordinator who is leading on the Training and Awareness strands of the project and supporting the Outreach Worker to build and maintain positive relationships with the three Dublin Maternity Hospitals, whose staff refer women for support as part of the project. Women's Aid is now seeking to recruit a second full-time Maternity Project Outreach Support Worker, to work alongside the existing Outreach Worker, to continue to provide dedicated, domestic abuse specific support to women, referred by the maternity hospitals.

## **About the Role**

This dedicated **Maternity Project Outreach Support Worker** post is being recruited in order to continue to maintain and develop established referral pathways and directly respond to referrals for flexible and discrete specialist supports for women presenting to pre and post-natal services, and hospital-based Termination of Pregnancy services, who are in need due to domestic abuse.

## **Title: Maternity Project Outreach Support Worker**

- **Reference:** 2024 Sces.MatOut
- **Reports to:** Head of Regional Services
- **Contract:** Permanent full-time, subject to available funding.
- **Hours:** 35 hours per week, excluding lunch breaks, during core office hours
- **Location:** Primarily based at Women's Aid head office in Dublin 2 but also working in an outreach capacity with Dublin's maternity hospitals and other suitable community locations to support women. A % of hybrid working will be considered on application and in line with the Women's Aid Hybrid Working Policy.
- **Salary:** Women's Aid Outreach Worker Band: €34,891 - €56,300, offer dependent on relevant skills and experience and in with the Remuneration Policy.

## **Key Responsibilities:**

- To work alongside the existing Maternity Project Outreach Support Worker to maintain positive relationships and referral pathways between Women's Aid and

the Dublin Maternity hospital services (including antenatal, neonatal and termination of pregnancy services).

- To provide support, information, court accompaniment and an advocacy service to women referred through Dublin's Maternity Medical Social Work Departments, who experience or have experienced abuse by a current or former intimate partner.
- To actively engage with and support the Maternity Project Co-ordinator: Informing project development, maintaining positive relationships & raising awareness with stakeholders, recording data and completing reports appropriate to the outreach component of the project.
- To work with women at a variety of agreed locations offering support, information and advocacy. This includes meeting with women at our headquarters in Dublin 2, and working off site, with women at outreach locations in the community.
- To provide a court accompaniment service.
- To advocate on behalf of women to other relevant agencies, including providing letters or reports as appropriate.
- To liaise and develop links with appropriate agencies for the purpose of referral, information and mutual support. E.g. Gardai, legal professionals, healthcare professionals, specialist services (migrant advocacy, addiction services etc...)
- To record and report service related data, in a timely and accurate manner, adhering to data collection policies and procedures, including correct use of the E-Safe (Salesforce) Database.
- To participate in internal organizational and team meetings, as a member of the Services Team.
- Attend monthly support and supervision sessions with the Head of Regional Services and External Supervision.
- To work closely with the Head of Regional Services and services team members in the development of Women's Aid services

- Adhere to and clearly understand the duties and responsibilities under Children First and Women's Aid Child Protection policies.
- To ensure GDPR protocols are maintained at all times.
- To perform other duties appropriate to the post as may be assigned from time to time.

## Occasional Duties

- To contribute, through frontline experience, to the development of organisational strategies to combat domestic violence, in order to effect political, social and cultural change.
- Support cover for the Domestic Abuse Information and Support Service in Dolphin House if required.
- Attend internal training as requested.
- Attend Services Department planning sessions and maintain and utilize own work-plans.
- To participate on multi-disciplinary groups and with local agencies in an awareness raising and influencing capacity.
- Present the work of the Women's Aid Services Team in information sharing forums.

## **Person Specification**

The ideal candidate will have the following qualifications, experience and competencies.

### Essential

- A qualification in the field of social care or other relevant academic training (NFQ/QQI level 7 or higher).
- A **minimum** of two years working in the domestic violence sector in a frontline service delivery role.
- Experience in assessing risk with women and safety planning.



- Detailed knowledge of family law, legal options for women and court procedures in Ireland.
- Knowledge of, and direct experience with, Child Protection legislation and reporting requirements.
- Strong administration skills (reporting, drafting letters, effective admin organisation).
- Strong IT experience and skills (Microsoft word packages, Salesforce database entry).
- Ability to work as part of a team.
- Ability to work on own, and to seek support and guidance when needed.
- Knowledge of GDPR requirements for frontline services.
- A full clean drivers license and access to own vehicle when required.

### **Highly Desirable**

- Experience in court accompaniment.
- Experience advocating on behalf of women.
- Experience working co-operatively with other services, and in relationship building.
- Understanding of housing policy and services.
- Knowledge of the maternity health services policies and practices in Ireland.
- Knowledge of national/international best practice responses to domestic violence in a public health setting.
- General knowledge of immigration regulations and migrant services

### **Competencies:**

- Excellent verbal and written communication skills.
- Experience and ability to work collaboratively and sustain strong positive partnerships with internal colleagues and also external statutory and non-statutory agencies.

- Ability to balance independent work effectively, while also seeking information, advice and support from Manager and other colleagues when required.
- High level of knowledge & understanding of male violence against women and a gendered analysis of domestic violence and abuse.
- Knowledge and understanding of both the barriers and enablers to access safety and support for women, in all their diversity, who have experienced abuse.
- Innovative and positive attitude to problem solving.
- Highly organised and able to prioritise work demands effectively.
- Demonstrable ability to manage and preserve confidentiality.

## **How to Apply**

**Application Form:** Completed application form, clearly referenced **2024 Sces.MatOut** in the subject line, should be sent, by email only to [lauren.foley@womensaid.ie](mailto:lauren.foley@womensaid.ie)

Please note that CVs will not be considered.

**Closing date:** 5pm on **Friday, March 8<sup>th</sup>, 2024.**

**Interview schedule:** It is anticipated that first round interviews will be held during the week beginning **March 18<sup>th</sup>, 2024.**

**Data Protection:** *All applications are confidentially processed and retained in accordance with the Women's Aid data protection policy. Applications of unsuccessful candidates will be deleted after 15 months.*