

**Job Title:** Community Development Worker – Breaking Barriers, Building Bridges  
**Location:** Scunthorpe, with travel across North Lincolnshire  
**Hours:** 37.5 per week, variable times to meet local need  
**Salary:** Scale E, £30,952 - £33,634  
**Reports to:** Head of Domestic Abuse Services

### **Job Purpose**

The Community Development Worker will play a central role in delivering the *Breaking Barriers, Building Bridges* programme, leading system-wide improvements to how domestic abuse support is accessed by marginalised and underserved communities across North Lincolnshire.

This is a new and significant opportunity to reshape the local response to domestic abuse, ensuring that individuals who face additional barriers, including stigma, discrimination, invisibility, and barriers to safe disclosure, are able to access safe, appropriate and effective support.

The role is responsible for ensuring that professionals and community organisations working with marginalised groups have access to specialist domestic abuse advice, high-quality training, and clear, effective pathways into support services. Through this, the postholder will build confidence, strengthen practice, and improve outcomes across the wider system.

Operating as a capacity-building and systems-development role rather than holding a traditional advocacy caseload, the postholder will provide specialist domestic abuse expertise, safeguarding oversight, pathway development, and system leadership.

The role will work to embed inclusive, equitable and trauma-informed approaches across services, driving sustainable change and improving how the whole system responds to survivors from diverse and underrepresented communities.

### **Key Responsibilities**

#### **Direct Victim Interventions**

- Deliver specialist domestic abuse group sessions within the Breaking Barriers, Building Bridges programme.
- Facilitate trauma-informed spaces that support safe disclosure and informed decision-making.
- Deliver themed sessions addressing issues such as:
  - understanding domestic abuse
  - coercive control
  - safety planning
  - survivor rights and available support options.
- Adapt sessions to meet the needs of marginalised groups including, but not limited to:
  - Men experiencing domestic abuse

- People with complex and co-occurring needs
- Women involved in street-based sex work
- Survivors experiencing rural isolation
- LGBTQIA+ individuals, including those experiencing identity-based abuse, isolation, or barriers linked to discrimination or lack of inclusive services
- Individuals with multiple layers of marginalisation and trauma
- Provide professional consultation and joint sessions where higher-risk issues arise.
- Offer safeguarding advice and clear escalation pathways to programme facilitators and community partners.

### **Pathway Development for Marginalised Survivors**

- Map existing domestic abuse referral pathways and identify gaps in provision.
- Strengthen referral routes for underserved groups including BAME women, men, rural survivors, LGBTQIA+, women involved in street sex work and individuals with complex needs.
- Work collaboratively with partner agencies to improve coordination where risk is shared across services.
- Embed learning from Domestic Homicide Reviews into local service pathways.
- Support commissioners and partners to identify and address structural barriers to accessing support.

### **Workforce Development and Cultural Competence**

- Co-deliver cultural intelligence and domestic abuse awareness training alongside The Health Gospel and other specialist by and for partner organisations.
- Develop and deliver CPD accredited training programmes for the specialist areas of support detailed in this role description.
- Provide reflective practice and learning opportunities for frontline staff and community practitioners.
- Develop guidance to support professionals in responding to:
  - cultural stigma and silence
  - honour and shame dynamics
  - rural isolation
  - language barriers
  - complex co-occurring needs.

- Support local safeguarding, public health, and community teams to improve responses to domestic abuse in marginalised communities.
- Support delivery of the wider The Blue Door domestic abuse training programmes.

### **Survivor Voice and Learning**

- Embed survivor insight within programme delivery and evaluation.
- Support safe participation in surveys, consultations and programme evaluation.
- Capture learning and contribute to reports that inform future service development and commissioning.
- Strengthen sustainable community capacity through partnership working and knowledge sharing.

### **Safeguarding and Governance**

The postholder will operate within The Blue Door's governance and safeguarding framework and will:

- Adhere to trauma-informed and survivor-centred practice standards.
- Follow safeguarding procedures and information-sharing protocols.
- Participate in regular clinical and managerial supervision.
- Maintain professional boundaries and confidentiality.
- Ensure safe escalation and referral of high-risk cases.

### **Other Duties and Responsibilities**

- Undertake any other duties appropriate to the role, as reasonably required.
- Work as part of a whole-team approach where the needs of survivors are prioritised above role boundaries.
- Contribute to a responsive service environment, including answering calls, supporting colleagues, and ensuring no survivor is left without a response.
- Demonstrate flexibility and a shared commitment to ensuring people receive support when they need it most.

| <b>Person Specification</b>                      |   |  |   |
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| <b>Criteria</b>                                  | <b>Essential</b>  | <b>Desirable</b>   | <b>How to be assessed</b>   |
| <b>Qualifications, Knowledge and Experience:</b> | <p>Educated to Level 3 &amp; above or recognised professional qualifications in any discipline.</p> <p>An understanding of safeguarding and child protection issues, and the legal responsibilities surrounding these issues</p> <p>Experience developing and delivering training, workshops or awareness sessions to professionals</p> <p>Experience of person-centred practice and equality of access</p> <p>Knowledge of intersectionality and barriers faced by underserved communities</p> <p>Able to motivate individuals and agencies to move through courses of action and decision-making processes</p> <p>Ability to build partnerships with community organisations and statutory services</p> <p>Experience of project development and implementation</p> <p>Experience of delivering demonstratable outcomes to set performance indicators</p> | <p>Experience working with marginalised or underserved communities</p> <p>Experience supporting survivors with complex needs</p> <p>Experience of working in a multi-agency/ partnership approach</p> <p>Experience of providing emotional and practical support to people seeking support/advice</p> <p>Understanding of trauma-informed practice</p> | <p>Application Form</p> <p>Group Interview</p> <p>Interview questions and scenarios</p> <p>Certificates</p> |
| <b>Planning and Organising:</b>                  | <p>Be highly organised with excellent administrative skills</p> <p>Be highly proficient in Microsoft 365</p> <p>Experience of working in a demanding and busy environment</p>   | <p>Experience of using database applications</p>   | <p>Basic Skill test prior to interview</p> <p>Interview skills</p>  |

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| <p><b>Problem Solving and Initiative:</b></p> | <p>Ability to work independently but ensure 'joined up' approach when necessary</p> <p>Ability to prioritise and work accurately with attention to detail</p> <p>Ability to demonstrate sound judgement in crisis situations</p> <p>Ability to identify risks, anticipate issues, create solutions and resolve problems in relation to service delivery</p> |   | <p>Group interview</p> <p>Interview questions and scenarios</p>  |
| <p><b>Management and Teamwork:</b></p>        | <p>Be able to build effective working relationships, follow instructions and work well as part of a busy team</p> <p>A methodical and well-organised approach to workload and an ability to work with minimal supervision and to take initiative</p>  |   | <p>Interview questions and scenarios</p>   |
| <p><b>Communicating and Influencing:</b></p>  | <p>Experience of presenting information relating to complex and sensitive issues to wide range of audiences.</p> <p>Communication Skills, particularly in drafting correspondence, preparing reports, formal letters and responding to queries</p> <p>Ability to communicate The Blue Door's philosophical principles</p>                                   | <p>Experience contributing to service development or pathway design.</p>          | <p>Basic skills test prior to interview</p> <p>Group interview</p> <p>Interview questions and scenario</p> |
| <p><b>Other Skills and Behaviours:</b></p>    | <p>Excellent interpersonal skills including the ability to establish appropriate boundaries</p> <p>Demonstrable ability to provide a high level of professionalism and commitment to service delivery</p> <p>Understand and be committed to equal opportunities and diversity in policy and practice</p> <p>Cultural awareness and sensitivity</p>          | <p>Understanding of the local domestic abuse landscape in North Lincolnshire.</p> | <p>Interview questions</p> <p>Group interview</p>  |

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|  | Flexible approach to the demands of the role<br><br>Car User<br><br>Driving License |  |  |
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