

National Occupational Standards for Preventing and Tackling Domestic and Sexual Abuse and Violence



SKILLS for JUSTICE
Developing skills for safer communities

Introduction

Preventing and tackling domestic and sexual abuse and violence is a complex issue requiring the effective coordination and involvement of many agencies. It is a significant priority for the government, with many incidents remaining unreported and an estimated £8.5 billion per annum spent in supporting the victims and survivors of abuse and violence.

Amongst the principal specialist roles undertaken by those preventing and tackling domestic and sexual abuse and violence are

- developing organisational strategy and practice to address domestic and sexual abuse and violence
- promoting awareness of domestic and sexual abuse and violence
- identifying and assessing the needs of and risks to victims and survivors
- supporting victims and survivors through a variety of support services and interventions
- dealing with perpetrators of domestic and sexual abuse and violence

In partnership with key stakeholders, we have designed National Occupational Standards (NOS) for Preventing and Tackling Domestic and Sexual Abuse and Violence.

These NOS have been developed by practitioners directly involved in working with individuals who have suffered domestic violence or sexual abuse. They define and set common standards for the skills and knowledge needed by the many agencies who provide services aimed at preventing domestic violence and sexual abuse.



As a result of this work 39 new NOS have been developed to describe the core functions for working with victims and perpetrators of domestic violence and sexual abuse.

In addition, a number of other existing NOS have been identified as relevant to this occupational area.

Contact us

Further information

Should you require further information or wish to view and use any of the National Occupational Standards for Preventing and Tackling Domestic and Sexual Abuse and Violence please visit www.skillsforjustice-nosfinder.com

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INVESTOR IN PEOPLE

Printed on FSC paper.
September 09/1/XX

National Occupational Standards

National Occupational Standards (NOS) describe competence and performance in terms of outcomes.

Today NOS are an indispensable tool for managing a highly skilled workforce. They are used in a variety of ways to support individual and organisational development and quality assurance at all levels. They provide benchmarks for good practice across the UK.

The development of NOS is employer led and based on the collaborative working of representatives from a range of organisations from across the sector. We co-ordinate experts and key practitioners in order to assemble steering and working groups to develop standards that are robust and fit for purpose.

Once developed, the NOS are regularly monitored and revised to keep them up-to-date and relevant.

If you are interested in finding out more about incorporating NOS into your organisational processes, we can advise you on the best ways of doing this.

We have a wealth of experience in this area and we can help you to make the best use of the NOS by offering workshops, mapping NOS to training courses and other related services.



Using NOS for Preventing and Tackling Domestic and Sexual Abuse and Violence

National Occupational Standards (NOS) can be used for a variety of purposes throughout the people management and development cycle, as well as to support team and partnership development, quality assurance and the development of organisational culture and competence. A few examples of their uses include

Recruitment and Selection

- preparing job descriptions
- writing job adverts
- planning induction and initial training

Workforce Development

- specifying skills and competence needs
- assessing competence
- identifying training needs

Structuring Learning Programmes

- linking training to organisational objectives
- increasing the relevance and credibility of training and learning programmes
- identifying learning opportunities on the work environment
- developing specific learning objectives
- developing content for learning programmes

New National Occupational Standards for Preventing and Tackling Domestic and Sexual Abuse and Violence

- BG101** Investigate requirements for services relating to tackling domestic and/or sexual abuse/violence
- BG102** Evaluate and prioritise requirements relating to tackling domestic and/or sexual abuse/violence
- BG201** Develop and implement a strategy for tackling domestic and/or sexual abuse/violence
- BG202** Influence and support the development of strategy for tackling domestic and/or sexual abuse/violence
- BG203** Identify and secure resources towards tackling domestic and/or sexual abuse/violence
- BG204** Work in partnership with agencies to tackle domestic and/or sexual abuse/violence
- BG301** Monitor and evaluate the quality of activities tackling domestic and/or sexual abuse/violence
- BG302** Research the effectiveness of the services provided towards tackling domestic and/or sexual abuse/violence
- BG401** Debrief and provide emotional support to colleagues tackling domestic and/or sexual abuse/violence
- BH101** Develop strategies to promote awareness regarding domestic and/or sexual abuse/violence
- BH201** Implement strategies to raise awareness and understanding of domestic and/or sexual abuse/violence
- BH202** Challenge public attitudes towards domestic and/or sexual abuse/violence
- BH203** Promote understanding amongst children and young people regarding domestic and/or sexual abuse/violence
- BI101** Communicate and engage with victims/survivors of domestic and/or sexual abuse/violence
- BI201** Assess the needs of and risks to victims/survivors of domestic abuse/violence
- BI202** Assess the needs of and risks to victims/survivors of sexual abuse/violence
- BI203** Contribute to the assessment of victims/survivors or domestic and/or sexual abuse/violence
- BI301** Develop plans to manage the risk of harm to victims/survivors of domestic and/or sexual abuse/violence
- BI302** Contribute to developing plans towards managing the risk of harm to victims/survivors of domestic and/or sexual abuse/violence

- BI401** Identify and agree interventions to protect children and young people who are at risk of domestic and/or sexual abuse/violence
- BI402** Engage with and support children and young people who are victims of domestic and/or sexual abuse/violence
- DE101** Support victims/survivors of domestic and/or sexual abuse/violence through the court process
- EF101** Assess the risk posed by individual perpetrators of domestic and/or sexual abuse/violence
- EF201** Explore perpetrators' behaviour and attitudes relating to domestic and/or sexual abuse/violence
- EF202** Provide group work addressing perpetrators' behaviour and attitudes relating to their domestic and/or sexual abuse/violence
- GK101** Provide access to information for victims/survivors of domestic and/or sexual abuse/violence
- GK102** Deliver interventions towards increasing the safety of individual victims of domestic and/or sexual abuse/violence
- GK103** Assist victims/survivors of domestic and/or sexual abuse/violence to access legal protection
- GK104** Empower victims/survivors of domestic and/or sexual abuse/violence to recover and to regain control of their lives
- GK105** Advocate on behalf of victims/survivors of domestic and/or sexual abuse/violence
- GK106** Provide group support for victims/survivors of domestic and/or sexual abuse/violence
- GK107** Monitor and evaluate the impact of intervention programmes upon the welfare of victims/survivors of domestic and/or sexual abuse/violence
- GK201** Provide safe emergency accommodation for victims/survivors of domestic and/or sexual abuse/violence
- GK202** Arrange safe accommodation for victims/survivors of domestic and/or sexual abuse/violence
- GK203** Support victims/survivors of domestic and/or sexual abuse/violence within safe accommodation
- GK301** Provide support to victims of forced marriages
- GK401** Address callers regarding domestic and/or sexual abuse/violence with sensitivity
- GK402** Establish and address requirements from callers regarding domestic and/or sexual abuse/violence
- HG101** Manage political relationships and lobby for influence

Imported National Occupational Standards

Common NOS (Skills for Justice)

- AA1** Promote equality and value diversity
- AA2** Develop a culture and systems that promote equality and value diversity
- AD2** Develop, sustain and evaluate joint work between agencies
- AE1** Maintain and develop your own knowledge, skills and competence

Legal Advice NOS (Skills for Justice)

- GA5** Provide and receive referrals on behalf of clients
- HA5** Manage personal caseload
- IA1** Provide legal advice to clients

Managing Justice Sector Services NOS (Skills for Justice)

- HI1** Plan implement and manage the sharing of knowledge and good practice to inform innovation and improve service delivery

Community Justice NOS (Skills for Justice)

- DE5** Establish and maintain contact with victims, survivors and witnesses which acknowledges the effects of their experience

Managing Volunteers NOS (UK Workforce Hub)

- HK4** Evaluate volunteers' contribution to your organisation's goals
- HK5** Involve, motivate and retain volunteers

Health and Safety NOS (ENTO)

- AF1** Ensure your own actions reduce risks to health and safety
- AF2** Protect yourself from the risk of violence at work
- AF3** Promote a health and safety culture within the workplace
- AF4** Conduct an assessment of risk in the workplace

Management and Leadership NOS (Management Standards Centre)

- HA2** Manage your own resources and professional development
- HB6** Provide leadership in your area of responsibility
- HD1** Develop productive working relationships with colleagues
- HD3** Recruit, select and keep colleagues
- HD5** Allocate and check work in your team
- HD6** Allocate and monitor the progress and quality of work in your area of responsibility
- HD7** Provide learning opportunities for colleagues
- HE1** Manage a budget
- HF12** Improve organisational performance

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All of our NOS and qualifications can be found on our NOS Finder Tool
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