

## **Appendix 1**

### **PROFILE AND CRITERIA FOR DVACs**

#### **Knowledge** (This can be gained as part of the training)

- An understanding of the extent of domestic violence and abuse within our society and workplaces
- An understanding of the impact of domestic violence and abuse on employees
- An appreciation of the responsibilities of managers and best practice
- An understanding of the need for victim-focussed risk assessment
- An ability to carry out an effective risk assessment
- Knowledge of the MARAC process (Multi-Agency Risk Assessment Conference)
- An understanding of the link between risk assessment and child protection
- An ability to identify the themes of perpetrator behaviour
- An ability to recognise the challenges posed by perpetrators
- An ability to recognise and assess the risk perpetrators present
- Knowledge of current research and relevant local practices pertinent to perpetrators of domestic violence and abuse
- Awareness of multi-agency best practice in relation to domestic violence and abuse

#### **Skills**

- Interpersonal Effectiveness
- Emotional Literacy
- Non-judgemental Approach
- Assertiveness
- Facilitation of Others to Reach Decisions
- Literate (an Adviser's role may be to help write letters) Interpersonal skills in order to engage perpetrators in the assessment process
- Skills to avoid collusion with the perpetrator

#### **Attributes/Abilities**

- Practise Anti-Discrimination
- Practise Confidentiality
- An Ability to manage boundaries knowing the role of Adviser and where it ends
- Confidence to inspire confidence in others
- Self-awareness – and an ability to know what “hooks us” and if appropriate, refer on