



## **RAPID Officer**

£23,460 pro rata inclusive of shift allowance

14 hours per week – Saturday and Sunday

Permanent

### **Job description**

RAPID is a new project, funded by the National Lottery Community Fund, working in conjunction with South Wales Police, designed to transform police approaches to tackling domestic abuse and improving victim safety and experience.

RAPID Officers will be based within Neath Police Station and will attend domestic abuse incidents alongside Police Officers. You will be responsible for undertaking risk assessment and immediate safety planning, as well as providing emotional support for all family members at the incident. You will stabilise and support any children present using trauma-informed, child-centred approaches. You will make onward referrals, for adults and children into other services for ongoing case management, shortening the time of the current referral process. Over weekends, when other services are closed the RAPID Team will offer safety planning and emotional support until an appropriate referral can be made.

You will be someone who can provide high level specialist support to service users, ensuring that service standards are excellent in pressurised situations. You will model high quality practice in your work, ensuring that survivor involvement and person centred approaches are embedded in the support that you give.

You will maintain links with key partners including the Police, Domestic Abuse Unit, IDVA, legal and domestic abuse services to ensure safety requirements are adequately met.

You will ensure a comprehensive package of support is available for those with multiple needs and referral pathways into other services are undertaken once the initial safety concerns have been met. You will refer cases into MARAC where appropriate and you will ensure that information is shared appropriately and in line with GDPR confidentiality procedures.

You will be key in recording accurate service outcome data for use in reports to funders and ensure that comprehensive records of outcomes and activities of the service are uploaded to our data management systems.

### **What would you need to be successful?**

- A motivated team player who ensures high quality
- Be able to spot risks and manage these effectively
- Strong initiative and decision making skills
- Excellent communication skills

- An organised person who can manage workload effectively
- Someone who enjoys a fast paced working environment

Your track-record will include experience of delivering specialist support to vulnerable people in high risk or crisis situations.

### Benefits

- A pension scheme is provided, with a maximum employer contribution of 6%
- Annual leave entitlement starts at 25 days (pro rata), with an additional day for each year's completed service (to a maximum of 31 days)
- A clear pay framework with yearly incremental rises
- Organisational sick pay and ½ days leave for every 6 months no sickness absence
- Option to purchase annual leave.

### Things you need to know

14 hours per week, working Saturday and Sundays.

Successful candidates will undergo South Wales Police Vetting. Vetting Standard NPPV2 Full (Non Police Personnel Vetting level 2).

The role will be based at Neath Police Station.

### Working for Thrive

Thrive Domestic Abuse Services (Thrive) is an established and well respected organisation delivering support and services to women and families impacted by domestic abuse.

#### **Vision**

Our Vision is to create safer communities, where everyone can live free from domestic abuse, violence against women and sexual violence.

#### **Mission**

Our mission is to provide high quality, innovative, end to end services which enable individuals and families to thrive.

Our values	
<b>Brave</b> We try new things to improve lives	<b>Purposeful</b> We are smart and proactive in achieving our goals together
<b>Inspiring</b> We see potential in people and motivate change for the better	<b>Committed</b> We are dedicated to our work and to supporting our colleagues
<b>Inclusive</b> We are open, honest and include everyone	<b>Dependable</b> We provide a consistent, safe and trusted presence for the people we support

Please click to view our [Impact Report](#) and [Strategic Plan](#).

### Apply and further information

**To apply:** Please complete an application form, noting the deadline below.

**Contact point for applications:** Kate Purchase / [katep@thrivedas.org.uk](mailto:katep@thrivedas.org.uk) / 01639 894864

**Closing date:** 9am Thursday 12<sup>th</sup> June 2025.

**Interview date:** w/c 15<sup>th</sup> June 2025.

Welsh translated job packs are available on request.



## Job Profile

<b>Job Title</b>	RAPID Officer
<b>Contract</b>	Permanent
<b>Grade / Salary</b>	£23,460 pro rata inclusive of shift allowance
<b>Hours</b>	14
<b>Reporting to</b>	Senior RAPID Officer

<b>Job Purpose</b>
To work within the RAPID team to respond to incidents of domestic abuse, coercive control, stalking and harassment alongside South Wales Police. A key requirement is to provide short-term support which specifically focusses on crisis intervention, safety and onward referral to relevant, longer-term, support services. To support the Senior RAPID Officer to deliver training to Police Officers and staff.

<b>Key accountabilities</b>	
1	Provide a high quality service, ensuring that all women are assessed at the first available opportunity to identify support needs, safety measures, level of risk, and put appropriate actions (evidencing safety and empowerment) in place which address these.
2	Ensure that women are provided with a high quality responsive service to transition away from abusive relationships.
3	Offer support, information and advice to enable women to make informed choices for themselves regarding their housing, relationships, children and safety.
4	Refer women for specialist support; maintaining collaborative working relationships with Thrive staff, South Wales Police and partner agencies.
5	Liaise with the Domestic Abuse Unit, Police, Legal services and Community Safety Partnership and others to ensure the safety of families.
6	Ensure that information is shared appropriately, in line with GDPR and data protection policy and procedures of South Wales Police and Thrive WA and relevant actions fed back to the individual/family.
7	Keep appropriate records utilising Niche, Oasis DA and any other electronic databases.
8	Support the Senior Officer to produce monitoring reports, accurately recording outcome data and producing case studies.
9	Support the Senior Officer to deliver specialist domestic abuse, coercive control, stalking, harassment and sexual violence training to Police Officers and staff.
10	Attend regular supervision internal and external sessions.

Line Management Responsibilities (Y/N)	N
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Qualifications and Training	
Desired	Domestic Abuse Qualification – Level 4 National Training Framework
	SafeLives (or equivalent) IDVA training
	Level 3 Diploma in Public Service
Essential	NVQ Level 3 or equivalent in relevant field
	Adult and Child Protection and Safeguarding
	Health and Safety
	Lone Working
	GDPR, Data Protection and Confidentiality

## RAPID Officer

### Person Specification

Criteria	Essential	Desired
<b>Education and Qualifications</b>	At least NVQ Level 3 or equivalent in a relevant field, i.e. Health and Social care or Advice & Guidance	NVQ Level 4 or equivalent in a relevant field  SafeLives IDVA (or equivalent) qualification  Level 2 Diploma in Public Service
<b>Experience</b>	At least 2years experience of working with vulnerable people and assessing their needs  Risk assessment and risk management for vulnerable women  Experience of working in a supportive role with women in a crisis situation  Delivering trauma-informed, needs-led and client-centred services	Experience of the MARAC process  Experience of working with PPNs  Experience of DASH-RIC assessments
<b>Knowledge, skills and abilities</b>	Knowledge of issues around domestic and sexual violence and abuse and its effects on women and children  Proven liaison with statutory and voluntary agencies  Ability to manage own caseload and work autonomously  Ability to work in a fast paced environment	Knowledge of one or more of the following areas: -  Welfare Rights & Benefits  Legal issues  Policing and public protection  Child Protection  Substance Misuse  Mental Health Issues  Family Court proceedings
<b>Personal attributes</b>	Good communication skills both oral and written	Experience using Niche, Oasis DA or other database systems

	<p>Good interpersonal skills and an empathic approach to women and children affected by domestic abuse</p> <p>A team player</p> <p>Good organisational skills and the ability to prioritise workload effectively</p>	<p>Previous monitoring and evaluation experience</p>
<b>Other</b>	<p>Full clean driving licence.</p> <p>Commitment to the principles, aims and objectives of Women's Aid and South Wales Police</p> <p>Ability to work within flexible shift patterns</p> <p>Computer literacy – preferably Microsoft office</p>	<p>Ability to speak Welsh</p> <p>Ability to speak ethnic language</p>