

Role Profile

Job Title:	IRIS (Identification and Referral to Improve Safety) Clinical Lead
Location:	Colindale (Borough Wide)
Department:	Family Services
Directorate:	Violence Against Women & Girls (VAWG)
Grade:	K (£80 per hour)
Type of Working:	Sessional (Approximately 50 hours across the year)
Reports to:	VAWG Training and Engagement Specialist

1. Job Purpose:

IRIS is an evidence-based domestic abuse training and referral programme developed specifically for general practice, currently being delivered across 45+ areas of England and Wales.

The IRIS Clinical Lead will promote the IRIS programme proactively and enthusiastically across Barnet, build and maintain relationships with general practice teams, and support the delivery of training sessions.

The Clinical Lead will work closely with the IRIS Advocate Educator to deliver in-house training at the practices, and act as a source of advice, guidance and support for clinical colleagues on the subject of domestic abuse.

2. Key accountabilities:

- To work in close partnership with the IRIS advocate educator (AE) to promote and champion the programme across Barnet
- To work with the AE to recruit general practices to the IRIS programme
- To provide training to general practices and peer support for staff working in primary care
- To support and provide the initial training session for clinical staff in general practice on understanding and responding to domestic violence and abuse (DVA)
- To encourage clinicians to ask patients about experiences of DVA with the ability to respond, record, assess immediate risk and to refer to the advocate educator
- To provide peer support and to maintain an effective relationship with general practice teams; including delivering presentations and attending local meetings as necessary
- Attendance at steering group meetings, and additional review meetings as required, including contribution to regular reporting.

3. Financial Responsibilities:

None

4. Health and Safety Responsibilities (choose one option):

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Level 3 regulated qualification in supporting victims of domestic abuse (e.g., SafeLives IDVA training or equivalent). Demonstrable knowledge of: <ul style="list-style-type: none"> Domestic abuse legislation and safeguarding frameworks (e.g., Domestic Abuse Act 2021, Children Act 1989, Care Act 2014). Civil, family, and criminal justice processes, including protective orders and special measures. Risk assessment tools such as DASH and safety planning frameworks. Understanding of trauma-informed practice and intersectional needs of victims. Commitment to ongoing professional development and willingness to undertake clinical supervision 	Essential	Application
Experience in working as an IRIS Clinical Lead	Desirable	Application
Experience & Knowledge		
Significant experience of working with victims and survivors of domestic abuse or with service users with complex needs.	Essential	Application/Interview

Experience of risk assessment, safety planning and case management.	Essential	Application/Interview
Experience building and maintaining effective relationships with multi-agency partners.	Essential	Application/Interview
Experience of dealing with conflict and difficult situations in a professional manner.	Essential	Interview
Skill & Ability		
Ability to communicate effectively to victims, their families and at all levels professionally to a high standard.	Essential	Interview
Ability to represent the service well in a number of forums.	Essential	Interview
Ability to establish and maintain appropriate professional boundaries with colleagues and service users.	Essential	Interview
Sound knowledge of legislation and relevant guidance.	Essential	Application/Interview
Ability to establish and maintain effective working relationships across the Council and with external partners.	Essential/Desirable	Application/Interview
Values & Behaviours (only include those that are relevant to the role, must have at least 1 behaviour per value)		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Desirable	Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active	Essential	Interview

role to ensure they are implemented and integrated in everything I do.		
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview