

## Policy Development and Communications Manager – Respect Young People's Services

### Job Description

**Location:** Home-based with travel to project meetings and to Respect's offices as necessary: Hub Hub, 20 Farringdon Street, London EC4A 4EN

**Responsible to:** Neil Blacklock, Head of Young People's Services

**Salary:** Point 42–45 £41,636 to £44,667 (a London Allowance will be applied to employees who live in London, plus 6% employers' pension subject to an additional 2% contribution by the employee)

**Hours:** fulltime – 3 days a week (negotiable) for 12 months and with a desire to extend this, based on securing additional funding.

### About Respect:

Respect is a pioneering UK membership organisation in the domestic abuse sector. Founded in 2000, we have built our expertise over the last 21 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

### Our Vision

Our vision is to end domestic abuse. It's a simple ask and a daunting task. We know it will take generations of hard work to get there. In the meantime, we want to live in a world where domestic abuse is not tolerated, where perpetrators are held to account, and survivors' safety and wellbeing is centred.

### Our Focus

We know that we cannot achieve our vision on our own. The scale of the problem is just too big and complex for one organisation alone to solve. It requires coordinated action across society, with everyone – specialist service providers, statutory agencies, policy makers,

Respect, HubHub, 20 Farringdon St, London EC4A 4EN

Email: [info@respect.uk.net](mailto:info@respect.uk.net) / Website: [www.respect.uk.net](http://www.respect.uk.net)

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

# Respect

funders and commissioners, community groups and many others – working together.

We have chosen to focus on 3 key strands of work, so that:

- **Perpetrators** of domestic abuse: are held accountable, offered the chance to change, and stopped from causing further harm
- **Young people** who cause harm to family members/carers or in their intimate relationships: are offered responses that recognises both their vulnerability and the risk they pose
- **Male victims** of domestic abuse: are supported to escape and recover from the abuse they have experienced through a range of responses designed to meet their needs

## Our Values

- We are **pioneering** – We explore innovative ideas and develop new approaches with curiosity and rigour.
- We are **collaborative** – We work in partnership with others who share our values to bring about individual, societal and systems change.
- We are **accountable** – We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.

## About Respect Young People's Services

Respect have been working on responses to young people who abuse in close relationships for over ten years and the majority of our work is on Child and Adolescent to Parent Violence and Abuse (CAPVA). Respect Young People's Programme is a well evidenced, whole family intervention for addressing CAPVA and is used in number of sites across the UK. Alongside this we have a toolkit to support practitioners who are engaging with young people who use abusive behaviour in their intimate relationships. There is room for growth in both these areas

Our role is to provide high quality support for service deliverers and commissioners to ensure that families experiencing CAPVA and young people using abusive behaviour can access interventions that meet their needs. We are continuously developing our support for service providers using research, engagement with families and young people

Respect, HubHub, 20 Farringdon St, London EC4A 4EN

Email: [info@respect.uk.net](mailto:info@respect.uk.net) / Website: [www.respect.uk.net](http://www.respect.uk.net)

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

and expert support. In the past few years, we have recognised the neurodiversity of the young people accessing our services and developed resources in response to this and across the spectrum of risk and need.

The young people's team consists of five people with an external researcher, and we are committed to evidencing outcomes for young people, families and demonstrating effective implementation of intervention.

## About the role:

We are looking for someone who wants to help shape the way young people using abusive behaviour are responded to, who is committed to the safety of those at risk and to recognising the needs to those who pose a risk to others. The successful candidate will have experience in a policy role, be able to work as part of team and understand how to create systems change.

You will be someone with 3 years' experience of public affairs and influencing policy. Working closely with Respect's Head of Influence and their team, you will build strong relationships with colleagues in Make a Change<sup>1</sup> and our partners in Drive<sup>2</sup>, (Social Finance and Safelives) alongside the external stakeholders in addressing young people's use of abusive behaviour in relationships.

We would particularly welcome applications from people from a wide range of backgrounds and across all protected characteristics<sup>3</sup>, particularly people from the following under-represented groups on our staff team:

- Black and minoritised people
- Deaf and disabled people

We would also warmly welcome an informal chat about the role if you are interested but unsure whether you meet the requirements or would be suitable (see contact details below).

---

<sup>1</sup> <https://www.respect.uk.net/pages/34-make-a-change>

<sup>2</sup> <http://driveproject.org.uk/>

<sup>3</sup> A list of protected characteristics can be found [here](#)

## Main Tasks:

### Policy Development and Public Affairs

- Provide leadership in achieving the Respect Young People's Service aims in (YPS) public affairs and communications. Developing convincing briefings that support the approach and activities of the Respect YPS
- Lead on Respect's response to political events and issues that impact of the work of the Respect YPS, this will include consultation responses, contributing to key policy forums, developing relationships with people in key positions who are able to push changes that improve long term outcomes for young people who abuse and their families and others at risk.
- Ensure that Respect YPS team is informed and up to date with policy developments, and emerging funding streams that support our aims.
- Represent the Respect YPS at round table events, forums and conferences that have bearing on the Respect YPS streams of work.
- Contribute to the development of data collection processes so that Respect YPS and our partners understand the importance of this activity in enhancing our influence work.

### Communications

- Support the Respect YPS with design and visual communication that meet the needs of a range of audiences' including families seeking support, young people, practitioners, strategic stake holders and the public.
- Develop informative and engaging communications on the work and achievements of the Respect YPS and ensure these are picked up our target audiences and key partners current and potential.
- Develop and maintain relationships with journalists with an interest in young people who abuse in close relationships, undertaking proactive work to place content in trade and mainstream media
- Develop and maintain relationships with key stakeholders in response to young people who abuse in close relationships, ensuring that they are informed of the Respect YPS activities, achievements, and learning.

Respect, HubHub, 20 Farringdon St, London EC4A 4EN

Email: [info@respect.uk.net](mailto:info@respect.uk.net) / Website: [www.respect.uk.net](http://www.respect.uk.net)

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

# Respect

- Develop relationships with key stakeholders in areas are important to the needs of young people who abuse, bereavement, neurodiversity, mental health, family support and adoption services and education.
- Participate in the leadership of Respect through attendance at regular internal meetings, communications, and events.

## Self-development

- Acting in a professional manner whilst at work including when representing Respect
- Maximising own personal development by positively contributing to induction, supervision, training, appraisal, and team meetings (as appropriate)
- Undertaking training as directed by management and identifying own development needs in consultation with line management and taking steps to ensure these are met
- Conducting all work in a way that reflects the aims and principles of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Carrying out any other duties as commensurate with this role

Please see below for Person Specification.

**Closing time and date for applications:** 5pm Wednesday 20<sup>th</sup> July 2022

**Interviews to take place:** Tuesday 26<sup>th</sup> July 2022, initial interviews will be online.

**Please send completed application forms to:**  
[operations@respect.uk.net](mailto:operations@respect.uk.net).

If you want further information or to discuss the post, please contact [neil.blacklock@respect.uk.net](mailto:neil.blacklock@respect.uk.net)

## Person Specification

| EXPERIENCE/ABILITIES |  | Essential | Desirable |
|----------------------|--|-----------|-----------|
| 1.                   | A minimum of three years' experience of public affairs and policy influence work.  | X         |           |
| 2.                   | A track record of providing high quality written and oral communications to tight and shifting deadlines.  | X         |           |
| 3.                   | Ability to understand, interpret and use data from a range of sources including research, policy papers, and personal experience to increase the impact of communications.   | X         |           |
| 4.                   | Ability to garner political support for the adoption of effective social interventions and to maintain momentum on this to see projects through their implementation phases. | X         |           |
| 5.                   | Ability to bring small teams together to support on specific strands of work and to lead time limited task and finish groups.  |           | X         |
| 6.                   | Experience working within a domestic abuse service delivery, child protection, youth justice and / or safeguarding arena   |           | X         |
| 7.                   | Exceptional speaking presentation and influencing skills   | X         |           |
| 8.                   | To be able to create visually appealing materials to maximise engagement.  | X         |           |
| 9.                   | Experience of developing communication across networks of services to enhance the brand and identity of the Respect YPS.   | X         |           |
| KNOWLEDGE            |  |           |           |
| 10.                  | An understanding of policy making in the England and the devolved governments.   | X         |           |
| 11.                  | Understanding of the community, voluntary sector, and local and central  | X         |           |

|                 |  |   |   |
|-----------------|--|---|---|
|                 | government structures and how to influence these.  |   |   |
| 12.             | Strong understanding of social media, briefings, and events to develop understanding and support for policy objectives   | x |   |
| 13.             | Understanding of how to build a powerful narrative to support the data and personal stories emerging from the work of Respect YPS and how to develop and amplify this over time. | X |   |
| 14.             | Understanding of domestic abuse and how it impacts on the lives of young people  |   | X |
| <b>APPROACH</b> |  |   |   |
| 15.             | Ability to demonstrate a commitment to – and understanding of – the values, aims and objectives of Respect.  | X |   |
| 16              | Ability to identify problems and take steps to address them at an early stage  | X |   |
| 16.             | Commitment to meaningful anti-discriminatory practice  | X |   |
| 17.             | Willingness to be flexible travel and work occasional weekends and evenings as required  | X |   |