

Job Description – Regional Practice Lead

Office Location: Home based with regular travel to Lincolnshire Sunderland and other delivery sites as needed (at least one day per week in each of two sites).

Responsible to: Head of Delivery and Development for Make a Change

Salary: £38,140 Point 38 on Respect's Pay Scale including ILW where relevant

Hours: 35 hours per week. This is a permanent role with funding confirmed until 31st March 2023.

Closing Date:

Introduction:

Make a Change (MAC) has been developed by Respect in consultation with Women's Aid Federation England (WAFE). It is designed to fill a significant gap in current service provision, for situations where people know that domestic abuse is taking place, but where the behaviour or concerns do not yet meet the threshold for a statutory referral. By translating WAFE's flagship Change That Lasts approach to survivors into a corollary, whole-system, survivor-focused and early response to perpetrators, the project aims to:

- Intervene with abusive behaviour at an earlier stage than is typical, before it becomes entrenched and intervention is mandated by family court, criminal justice and/or children's social care processes;
- Enable survivors to achieve safety and recovery for themselves and their children as soon as possible, and seek professional help addressing their partners' behaviour without waiting for the involvement of statutory services;
- Encourage communities, including friends, family members, professionals and other agencies, to see themselves as part of the solution, and empower them to take action to address domestic abuse;
- Reduce the wider social and financial impact of abusive behaviour.

Purpose of Role:

The purpose of this role is to support the implementation delivery and development of Make a Change in at least two sites. In one site, the post holder will support the delivery of the full Make a Change programme and in the other site, they will enable Make a Change to 'wrap around' existing domestic abuse programmes.

The post holder will help to:

- Share practice and learning across sites, by understanding local delivery successes and challenges and sharing these with the Head of Delivery and Development
- Contribute to the development of the Make a Change model and approach, overseen by the Head of Delivery and Development.

- Developing a range of tools and resources across the project, including community outreach, and developing and delivering training and our friends and family intervention.
- Engage directly with local community groups and individuals, to understand their needs and ensure that the model is responsive to these
- Lead on the development and implementation of the friends and family response

We are currently working in an ever changing environment in response to Covid 19 and therefore there will be a requirement to develop and adapt to remote and online ways of working.

Key tasks and responsibilities:

Project Management:

- Work to understand delivery, identifying early challenges and be able to work in ever changing environments, capturing learning and sharing this across the intervention
- Support implementation through delivering training and being on hand in a consultancy role, particularly in relation to domestic abuse perpetrator work
- Understand local delivery through data collection and attendance at operational and case management meetings
- Support ongoing development and delivery of the model, in consultation with the Head of Delivery and Development
- Support contract management by collating timely and accurate information on our project's deliverables, on a regular basis.

Reaching a range of communities:

- Work with the Data and Performance Manager to understand our reach into communities and take active steps to engage with those we are not reaching, in particular minoritised communities.
- Contribute to activities to better understand our reach, for example, focus groups or conducting service user engagement activities

Delivery and development of the intervention:

- Supporting the ongoing development of the model in each area (Overseen by the Head of Delivery and Development for Make a Change)
- Consult with delivery partners to find out 'what works', identify challenges and barriers and make adaptations to, and develop new tools and resources as needed, incorporating learning from our evaluation
- Work with the Business Development Lead at Women's Aid Federation England to develop tools that align with the Change that Lasts approach and work, in practice for delivery partners and data collection

Understanding the intervention and demonstrating impact:

- Support each area to gather data, identifying early challenges and barriers, taking pro-active approach to problem solving
- Support the Data and Performance manager in facilitating focus groups and or service user engagement to understand the impact of the intervention

Reporting to funders:

- Support the Head of Delivery and Development of Make a Change to collate data and information for reporting to funders and local areas

Communications:

- To promote Make a Change to stakeholder groups including members, funders, commissioners, and academics and develop guidance, protocols and model documents to support its delivery.
- Contribute to ‘telling our story’ on social media and via our website

Fundraising:

- Contribute to fundraising bids and processes by providing information about the delivery of Make a Change in your areas

General Responsibilities

- To maintain clear records of work done and to produce reports on work programmes and activities as required by the Head of Delivery and Development of Make a Change .
- To attend clinical supervision
- To contribute to team meetings and organisational priorities, and to take a proactive approach to supervision, your own development and the appraisal process
- To take direction on projects and priorities from the Head of Delivery and Development of Make a Change, which may vary from time to time.
- To carry out word-processing, filing, and administrative tasks necessary to comply with the job description.
- To assist in the delivery of conferences or events organised by Make a Change, if required.

EXPERIENCE		Essential	Desirable
1.	Substantial experience working directly with perpetrators and a good understanding of the Respect Standards in practice	X	
2.	Experience of building partnerships to support effective programme delivery		X

3.	Experience of project planning and execution, reporting on progress, managing project risks and ensuring achievement of objectives within agreed timescales.	X	
4.	Ability to think ambitiously and creatively to engage and empower communities in responding to domestic abuse	X	
5.	Experience of facilitating training, workshops and/or seminars to communities and/or professionals, and developing training packages	X	
6.	Experience of working to understand the needs of a broad range of communities and adapt materials accordingly		
7.	Experience of developing and implementing tools and resources for use in perpetrator programmes	X	
8.	Experience of producing copy, resources, or information that can be used to communicate with a range of audiences		X
9.	Ability to work on own initiative and build momentum to meet objectives in a complex, changing environment	X	
10.	Experience of working on pilot programmes and working with the challenges that come with designing and delivering new approaches		x
KNOWLEDGE			
11.	An understanding of the causes of domestic violence and abuse and other forms of violence against women, on an individual and societal level, and knowledge of a strength based and needs led approach for survivors of domestic abuse	X	
12.	Knowledge of safe, effective interventions with perpetrators of domestic abuse across the risk and needs spectrum		X
13.	Excellent understanding of the role of a range of services in supporting survivors and perpetrators of Domestic Abuse and the associated challenges	X	
14.	A working knowledge of local polices and procedures such as safeguarding adults and children and local frameworks for responding to domestic abuse.		x
OTHER			
15.	Ability to demonstrate a commitment to and understanding of the values, aims and objectives of Respect	X	
16.	Commitment to anti-discriminatory practice and equal opportunities	X	
17.	Willingness to travel regularly and work occasional weekends and evenings as required. The successful	X	

	candidate will require access to their own transport as needed in their pilot area		
EDUCATION/QUALIFICATIONS			
18.	No formal qualifications are required for this role although evidence of relevant learning, particularly in relation to working with those experiencing or perpetrating domestic abuse, project management and partnership working is desirable.		X