

JOB DESCRIPTION: Respect Young People's Services – Practice Development Lead

Project Background

For over ten years Respect has been developing resources for, and approaches to, addressing young people's use of abusive behaviour in close relationships. We have a structured intervention on adolescent to parent violence and abuse, called the Respect Young People's Programme (RYPP). The RYPP is a whole family approach with a good evidence base. It is used widely in the UK and there is demand and scope for significant development in this area of work.

Respect is committed to creating positive change in the lives of young people who are using abusive behaviour, many of whom are victims of abuse and/or struggling with other challenges. We are looking to develop this strand of our work as part of our vision to provide interventions situated within a whole system approach, that seek to address the broad spectrum of risk and need and to reach the whole community.

We are seeking someone who has a background in addressing abusive behaviour with families and young people, who can develop engaging resources, train and support others to deliver effective interventions and the drive to develop the service.

Reporting to: Development Director

- 1. Location:** Working from home. There will be some travel to delivery sites of partner organisations (when this is possible and safe) and there will be some meetings with other Respect colleagues, again dependent on Covid 19 restrictions.
- 2. Salary:** £41,722 – £47,918 (point 42 - 48 on Respect's scale, related to the NJC scale) including Inner London Weighting where relevant; plus 6% pension contribution
- 3. Working hours:** Full time
- 4. Role specific responsibilities**
 - a) Lead on the content development of Respect's work with young people, adding to existing manuals and materials. Creating new areas of work when this is needed.
 - b) Develop approaches to supporting families and young people to create change, through a combination of their own expertise, ability to understand research and learning from the experiences of families and young people.
 - c) Lead on providing practice support for practitioners delivering Respect's Young People's interventions, enabling skills development and learning
 - d) Deliver effective training on Respect's young people work and support others to develop their understanding of the trainer role and improve their training skills
 - e) Alongside the Development Manager, liaise with agencies working with Respect to support the development of effective interventions.

- f) Have a good working knowledge and practice-based experience of the structural inequality faced by some groups of young people and be able to practically address this through training, content design and workforce development work.
- g) Alongside the Development Manager, ensure that young people’s abusive behaviour is addressed effectively in multiagency processes, supporting agencies to work together to bring about change in families affected by abuse.
- h) Respect is committed to building on the evidence base for our work and the Practice Development Lead will support service providers to collect useful data on outcomes and work with providers to analyse and use this data, understanding impact both operationally and strategically
- i) To be able to make the case to range of audiences for both a compassionate and robust response to young people using violence and abuse.
- j) To represent Respect Young People’s Services in a range of settings including presentations to professionals and public as needed.

Other activities

- k) Maximise own personal development by positively contributing to induction, supervision, training, appraisal and team meetings
- l) Develop positive working relationships with Respect colleagues, Respect associates and other contractors
- m) Comply with all Respect policies and procedures and all legal requirements
- n) Conduct all work in a way which reflects the values, aims and principles of Respect.
- o) Carry out any other duties as required by Development Director on behalf of the Respect Board of Trustees.

PERSON SPECIFICATION: Young People’s Services Practice Development Lead

EXPERIENCE		Essential	Desirable
1.	A strong track record in developing interventions to support young people and families in changing abusive behaviour.	X	
2.	Experience of developing and delivering training and skills development.	X	
3.	Demonstrable experience of creating practice resources, manuals and other documents to support frontline practitioners working with young people and families to deliver effective interventions.	X	
4.	Experience in developing new areas of work.	X	

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5.	A strong practice background in working with young people and families to change abusive behaviour.	X	
KNOWLEDGE			
6.	An understanding of young people's challenging and abusive behaviour on an individual, family and societal level.	X	
7.	Outstanding knowledge of safe, effective interventions to address young people's abusive behaviour across the risk and needs spectrum	X	
8.	Understanding of how families are affected by domestic abuse.	x	
9.	Understanding of the impact of trauma and domestic abuse on young people	x	
10.	Understanding of ADHD and Autism		X
SKILL			
11.	Excellent communication skills both written and across a range media	X	
12.	Ability to work on own initiative as well as part of team.	X	
Other			
13.	Ability to foster the values, aims and objectives of Respect throughout your work	X	
14.	Commitment to anti-discriminatory practice and equal opportunities	X	
15.	Willingness to work flexible both in term of hours and locations	X	
EDUCATION/QUALIFICATIONS			
16.	No specific professional qualifications are required for this role although evidence of relevant learning, particularly in relation to intervention development.	x	