

## Change that lasts Perpetrator Practitioner Cardiff

### Project Background

'Change that Lasts' is a systems change model developed by Welsh Women's Aid and Women's Aid Federation England. The model supports communities and professionals to provide a needs-led, strengths-based, trauma informed and gender responsive response to women and children who have experienced Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV). The approach builds the skills of individuals to encourage survivors' help seeking and challenges the conditions that enable abuse to begin in the first place.

Respect is working in partnership with Welsh Women's Aid to expand the 'Change that Lasts' approach by developing a complementary strand of work addressing perpetrators of VAWDASV. The aim is to intervene with perpetrators as early as possible, increasing awareness, supporting behavioural change and increasing accountability with the safety and wellbeing of survivors and children at the heart of the design.

<b>Office Location:</b>	SaferWales, 2 <sup>nd</sup> Floor, Castle House, Castle Street, Cardiff. CF10 1BS or Homebased whilst COVID restrictions apply
<b>Responsible to:</b>	<b>CtL Perpetrator Response Manager</b>
<b>Responsible for:</b>	<b>None</b>
<b>Salary:</b>	Scale Point 28 £26,526 per annum (full time) plus 6% employers pension contribution and other benefits
<b>Hours:</b>	35 hours per week, this is a fixed term until 31/3/2022

Respect is a pioneering UK domestic abuse organisation leading the development of safe, effective work with perpetrators, male victims and young people using violence in their close relationships. Respect supports frontline organisations across the UK, so that together we can end domestic abuse.

Respect's work is wide ranging:

- we campaign to improve policy and practice and to ensure that perpetrators are held to account
- we offer accreditation to ensure specialist interventions are safe and effective
- we provide training, events and support for individuals and organisations working in the sector
- we operate the Respect Phonenumber for perpetrators, and the Men's Advice Line for male victims of domestic abuse
- we support up-to-date research undertaken by specialists in the field
- we use our expertise and influence to help shape government legislation and policy and we fundraise to ensure important work continues to happen.
- We have several strategic partnerships with the public sector and other organisations working in the field to develop innovative, multi-agency and community-based interventions.

Today Respect is a thriving UK charity with an income of over £2m per year and a current staff team of 38 people. Our profile is growing because of our adaptability, expertise and pioneering approach.

We would particularly welcome applications from individuals from a wide range of backgrounds and across all protected characteristics<sup>1</sup>, particularly from people from the following under-represented groups on our staff team:

- Black and minoritised people
- Disabled people

We always welcome and support applications from those who have personal experience of domestic abuse.

### **Main Purpose of Post**

The Perpetrator practitioner will deliver the strand of work within Change that Lasts that is related to perpetrators. This will include co-locating with specialist services, managing a client case load, delivering training and supporting local relationships with partners and stakeholders. It will involve the delivery of interventions and assessments with communities, professionals and perpetrators.

There are three main audiences for the work:

- Communities: Engaging with and supporting communities to respond better to VAWDASV (including perpetrators).
- Professionals: Working with targeted groups of professionals in non-statutory organisations with the aim of enhancing their ability to 'recognise, respond and refer' when engaging with survivors and perpetrators of VAWDASV and work safely and effectively with both.
- Specialist Services: Equipping specialist VAWDASV services with resource and expertise by delivering an early intervention response to perpetrators that compliments the 'Change that Lasts' associated support services for survivors.

### **Role specific responsibilities**

1. Delivering the Programme
  - a. Deliver the 'Change that Lasts' intervention to perpetrators, including (but not limited to) carrying out assessments, managing risk and providing individual 121 and group behaviour change sessions.
  - b. As part of the Change that Lasts team deliver work with communities and professionals through briefings, events, workshops and training
  - c. Contribute to the ongoing development of the 'Change that Lasts' Perpetrator Response led by feedback and consultations from a wide range of stakeholders.
  - d. Deliver the 'Change that Lasts' Perpetrator Response in line with the principles and content of the Respect Standard, the Welsh Women's Aid National Quality Service Standards and the 'Change that Lasts' approach.

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<sup>1</sup> A list of protected characteristics can be found [here](#)

- e. Contribute to the successful delivery of the programme against agreed deliverables and milestones.
  - f. Raise any risks and concerns to the management team.
  - g. Assess the harm, capacity and needs of perpetrators as well as risks to others.
  - h. Contribute to risk management, safety planning and support, identify and refer to services appropriate to their needs. Work in partnership with other members of staff and colleagues in external agencies to ensure that the safety of children and survivors is paramount.
  - i. Keep accurate and up to date records and provide regular reports against the agreed outputs and activities to ensure accurate and timely reporting to the Commissioner of the project.
2. Developing Partnerships
- a. Work closely with the Change that Lasts team to support the ongoing development of relationships to deliver the implementation of the 'Change that Lasts' Perpetrator Response
  - b. Ensure that the ethos of the 'Change that Last' approach is present throughout the work of the intervention.
  - c. Work with the team to ensure that the 'Change that Lasts' Perpetrator Response is responsive to VAWDASV in a range of relationships and that barriers to engaging in the services are recognised and addressed.
  - d. Work with Welsh Women's Aid to share expertise and embed best practice in local areas.
  - e. Work with Welsh Women's Aid to share consistent communications and key messaging to partners and communities.
3. Evaluation
- a. Contribute to data and information collection, ensuring data is relevant to the 'Change that Lasts' approach in line with the requirements of evaluators
  - b. Support evaluators and partners to gather necessary information to support the production of an evaluation.
  - c. Support the management team and administrators to monitor outcomes, and keep them informed of any issues and successes.
  - d. Ensure that agreed case recording and monitoring systems are kept up to date and secure.
  - e. To carry out word-processing, filing, and administrative tasks necessary to comply with the job description.

### Self-Development

- Acting in a professional manner whilst on duty
- Maximising own personal development by positively contributing to induction, supervision, training, clinical supervision, appraisal and team meetings (as appropriate)

- Identifying own training 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

The successful candidate for this role will be subject to an enhanced DBS check.

## Person Specification

Skills and Experience		Essential	Desirable
1.	A strong track record in working with survivors, perpetrators, or other challenging client groups	X	
2.	An open and flexible approach to what works in creating behaviour change and risk reduction that is responsive to individual needs		X
3.	Experience of frontline service delivery, including risk management and safeguarding	X	
4.	Experience of building partnerships to support effective programme delivery	X	
5.	Ability to think creatively to engage and empower communities in responding to domestic abuse	X	
6.	Experience of facilitating training, workshops and/or seminars to communities and/or professionals		X
7.	Able to talk to groups of people and deliver presentations	X	
8.	Ability to work on own initiative to meet objectives in a complex, changing environment	X	
9.	Ability to keep the momentum going within projects by working to deadlines	X	
<b>KNOWLEDGE</b>			
10.	Evidence and understanding of the causes of VAWDASV on an individual and social level and an awareness of the experiences and needs of survivors of VAWDASV	X	
11.	Knowledge of safe, effective interventions with perpetrators or other challenging client groups	X	
12.	An understanding of the role of a range of services in supporting survivors of VAWDASV		X
13.	An understanding of strength based, needs led responses to survivors of VAWDASV		X
14.	Evidence knowledge of Wales' national legislation, policies and procedures relating to working with survivors and perpetrators of VAWDASV		X

15.	A good understanding of the challenges Black and minoritised communities face when accessing services and ideas to address these	X	
16.	An understanding of the root causes of domestic abuse and the experiences and needs of survivors	X	
<b>OTHER</b>			
17.	Ability to demonstrate a commitment to and understanding of the Respect's values, vision and standards	X	
18.	Commitment to anti-discriminatory practice and an approach that centres survivors, in particular Black and minoritised survivors.	X	
19.	Willingness to travel and work occasional weekends and evenings as required	X	
<b>EDUCATION/QUALIFICATIONS</b>			
20.	No formal qualifications are required for this role although evidence of relevant learning and expertise is crucial	X	