Drive Partnership DAPO Team Lead

# **Job Description**

**Position:** Drive DAPO Team Lead x2

**Reports to:** Drive Practice Advisor/ DAPO Programme Manager

**Responsible for:** Triage workers and IDVAs

**Hours:** 37.5 hours per week, 5 days a week with flexible working hours and provision of an out-of-hours response as needed

**Salary:** Point 35-36 £37,450-38,349 (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)

**Location:** 1x London, 1X Manchester with some home working

**Travel:** You will be required to travel when the role requires it

**Contract:**  2-year pilot.

**Benefits:**  A generous package including 25 days holiday a year and public holidays, employee pension scheme with employer contribution, cycle to work scheme

# About Respect

Respect is the UK charity stopping perpetrators of domestic abuse. We want a world where everyone is free from domestic abuse. Where it is never ok to control, harm or cause fear. Where those who perpetrate domestic abuse are stopped, held to account and given the chance to change. We will not stop, until domestic abuse stops.

Founded in 2000 by Jo Todd CBE, who is still at the helm, Respect was established to focus on perpetrators of domestic abuse, and this, including our vital work with young people who cause harm, remains our key priority. Alongside this work, we deliver expert support to male victims of domestic abuse. Everything we do is shaped and driven by our values: we are pioneering, collaborative, accountable, and respectful.

This role is based within the Drive Partnership and will be leading the onsite delivery for one of the DAPO pilot areas, Triage Team for Positive Requirements.

We would particularly welcome applications from individuals from a wide range of backgrounds and across all protected characteristics1, particularly from people from the following under-represented groups:

* Black and minoritised people
* Disabled people

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

# About The Drive Partnership

The Drive Partnership, formed by Respect, SafeLives and Social Finance, is working to transform the national response to perpetrators of domestic abuse. We work to end domestic abuse and protect victims by disrupting, challenging, and changing the behaviour of those who are causing harm. Together we have developed the Drive Project to address a gap in work with high-harm, high-risk perpetrators of domestic abuse. We also work to advocate for systems and policy change- to develop sustainable, national systems that respond more effectively to all perpetrators of domestic abuse.

## Our vision

Our vision is that by 2026 there will be a consistent approach which sees agencies in all PCC and local authority areas across England and Wales – backed by national leaders – working together to disrupt abuse and change behaviour to increase safety for victim-survivors, including children and families.

## Our way of working

Partnership is fundamental to our way of working. We are second-tier organisation focusing on the continuous improvement of service models, sharing best practice and supporting specialist service providers to deliver.

## We have three core strands of work:

* **The Drive Project** is our flagship intervention working with high-harm, high-risk and serial perpetrators of domestic abuse to prevent their abusive behaviour and protect victims. The Drive Project challenges perpetrators to change and works with partner agencies – like the police and social services – to disrupt abuse. It is currently being delivered in 9 police force areas.
* **Restart**is an innovative pilot project providing earlier intervention for families experiencing domestic abuse. It brings together domestic abuse services, children’s social care and housing teams to identify and respond to patterns of domestic abuse at an earlier stage. Restart is currently being delivered in five London Boroughs.
* **The Drive National Systems Change**programme works across the domestic abuse specialist sector, public sector partners and beyond to develop sustainable, national systems that respond to all perpetrators of domestic abuse.  We identify systemic gaps and build solutions that keep survivors safer by addressing those causing harm.

# Background for the role

In April 2021 the Domestic Abuse Act received Royal Assent. The Act introduces a new civil Domestic Abuse Protection Notice (DAPN) to provide immediate protection following a domestic abuse incident, and a new civil Domestic Abuse Protection Order (DAPO) to provide flexible, longer-term protection for victims. DAPOs can impose both prohibitions and positive requirements on perpetrators. Positive requirements can be in the form of interventions aimed at reducing and managing risk, meeting the needs of an individual (for the factors that are not the causation of abuse but impact on risk e.g. mental ill health, substance misuse) and behaviour change interventions.

We were commissioned by the Home Office to design a triage model that will assess individuals for the suitability of these interventions, this triage model will be rolled out in the pilot sites which are going live in May 2024 and will be tested and evaluated in order to prepare for national roll out in 2026.

# Purpose of the Role

The Team Leader will lead on the delivery of the Triage Model in their pilot area, providing support, case management and supervision for the Triage Worker and IDVA roles. They will act as the first point of contact assessing the suitability of initial referrals to be allocated to a Triage Worker for a full assessment. The Team Leader will support the Programme manager and Practice advisor in developing multi agency relationships for the successful implementation of the model and will take a lead role in maintaining these relationships locally to ensure operational success when undertaking assessments to try and ensure the right recommendations for positive requirements are made but also to support the ongoing development of a national delivery model and to support the evaluation of the pilot.

[\*Click for more detail on the model and staffing structure](https://hubble-live-assets.s3.eu-west-1.amazonaws.com/respect/file_asset/file/2098/Triage_Delivery_Team_Slides.pptx)

# Responsibilities:

1. Lead on the delivery of the Triage model in either Manchester or London a
2. Provide support, supervision and case management to a team of Triage workers and IDVA’s
3. Alongside the Programme Manager and Practice Advisor develop and maintain effective working relationships with local partners and stakeholders participating in the DAPO pilot and ensure that the Triage Team is embedded in the overall process of DAPOs in the pilot area
4. Provide a single point of contact for the Triage Team with Local agencies, services and Lead Professionals involved in the DAPO pilot for the purpose of assessing suitability of referrals and successful outcomes.
5. Assess all initial case referrals to the Triage Team for suitability and then allocate cases to the Team Members
6. Maintain oversight of the casework and final sign off of assessments before Triage recommendation is provided to Police and/or courts.
7. Hold a small caseload of cases for full assessment in line with the Triage model, liaising with multi agency partners, the IDVA, service providers and when required direct contract with the perpetrator in order to make a recommendation to the court
8. Work with the Programme Manager and Practice Advisor to ensure that data gathering, reporting and risk assessment meets the required standards for the pilot project.
9. Feedback learning to the Programme Manager and Practice advisor to support the development of the model and implement any changes within the team ensuring fidelity to model.
10. Working closely with the team and other professionals to ensure that Risk Management and Safeguarding duties are effectively met.
11. Ensure that case files and records are accurate and complete, and are kept and in compliance with Data Protection Act requirements.

## Assist with overarching Drive Project management

1. As required, represent the Drive Partnership at local and national meetings and events, delivering training and presentations as required.
2. Contribute to reports, presentations and discussions
3. As required, assist in managing and maintaining relationship with key strategic stakeholders, commissioners and funders.
4. As required, assist with the Quarterly Contract and Performance Monitoring process
5. Be flexible and available to work in all types of statutory and voluntary sector environments.
6. Any other duties commensurate with the general level of the role and as directed by the line manager
7. Hold a small case load when required

# Person Specification:

## Essential:

1. At least 3 years experience of working on complex cases in a multi-agency environment and working with other professionals/agency to manage risk and safeguard vulnerable adults and children
2. An understanding of the root causes of domestic abuse on both an individual and societal level
3. Experience of carrying out detailed risk and needs assessments with service users x
4. Ability to work on own initiative and keep the momentum going within projects by creating deadlines, working towards these and motivating others to do the same
5. Experience of working in a partnership with other organisations and managing the challenges that may arise
6. Experience of leading/ managing others

## Desirable

1. An understanding of a data led approach to monitoring outcomes
2. Experience working within domestic abuse service delivery, child protection and / or safeguarding
3. Knowledge of safe and effective interventions with perpetrators of domestic abuse across different risk and needs groups
4. A knowledge and understanding of the needs of victims of domestic abuse and the evaluation of current and future risk
5. An understanding of the relevant agencies in the local pilot site and their work with service users.

## Personal attributes

1. Excellent communication skills (both written and oral) and the ability to communicate effectively with different audiences.
2. The ability to manage a complex workload, across multiple geographic regions, and effectively meet reporting deadlines and the needs of a wide range of stakeholders.
3. Belief in the propensity for perpetrators to change their behaviour
4. A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector.
5. Proactive, self-motivated and self-reflective, with a positive response to challenging situations and the ability to make effective use of support and supervision.