Drive Partnership Practice Advisor

# **Job Description**

**Position:** Drive Partnership Practice Advisor

**Reports to:** Intervention manager/ Deputy Director

**Responsible for:**  Triage teams

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

**Salary:** Point 42-45 £44,637- 47,667 (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)

**Location:** Homebased

**Travel:** You will be required to travel throughout England and Wales, to sites 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 support Practice, Development and Learning in relation to one or more of our three strands of work the Drive High Harm High Risk intervention, Restart our early intervention pilot or one of the pilots emerging through our National Systems Change for example the DAPO Triage model.

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.

# Purpose of the Role

Working as a key member of the practice team, the Practice Advisor’s role is primarily to support and work alongside sites in the delivery of interventions from the three core strands of our work, to ensure they are delivering high quality interventions in line with the Drive Partnerships model and Respect standards. Tasks include training, quality assuring cases, and supporting and in some cases supervising the service managers and/or team leads in the continued development of their teams. It also includes being a key member of local forums and working with other members of the Drive Central team, local commissioners and local Drive partners, who are often Police Staff, local authorities and local voluntary sector provider, to think about the long-term development and sustainability of the projects.

The Practice Advisor supports new areas and services to mobilise and then works closely with them to ensure they are operating with fidelity to the model and to establish excellent practice. They will also be required to work with the key multi agency partners such as Police, IDVA and social care that are essential in making the project work.

The Drive Partnership is always trying to learn from delivery, and it is important that the Practice Advisor is able to identify themes that emerge across the sites they are supporting. Practice Advisors, alongside the different delivery strands managers, the deputy director and other members of the Drive Central Team look at ways to take these themes forward, continuously developing the models to ensure what is being delivered is best practice and compliments other strands of work such as national policy and systems change.

The Practice Advisors generally support multiple sites at once so need to be able to multitask and build effective communication across teams both internally and externally.

This is a very exciting opportunity to be part of a creative team, where each team member is encouraged to keep learning. We aim to continuously development our work with perpetrators, keeping victims and children safe, not only within Drive Partnership sites but also through developing resources for the sector, such as online webinars for practitioners.

# Responsibilities during set up of a new site:

**Provide expert knowledge and advice to support the set-up and mobilisation of one or more of our interventions**

1. Support with your knowledge and experience in the field of domestic abuse, sharing best practice and sector wisdom to provide an informed backdrop for the oversight and development of the Drive Partnerships intervention model’s.
2. Support with advice and act as a sounding board for issues around managing risk and responding to the needs of perpetrators of domestic abuse and their victims both adult and children.
3. Provide new sites with expertise and knowledge of the Drive Partnerships intervention models
4. Support new sites to develop task and finish groups and support the creation and delivery of implementation plans
5. Develop and deliver training and work force development in relation to working with DA perpetrators
6. Work closely with a local leaders to understand the existing domestic abuse landscape, systems, processes and services and processes
7. Map strengths and gaps in the local system
8. Develop plans for adapting systems to fit to Drive’s ways of working and best practice and vice versa
9. Advise and assist with local stakeholder engagement
10. Support the process of procuring local service providers
11. Support the set up and establishment of new intervention delivery teams, including recruitment, induction and supervision and support

## Support the ongoing delivery and development of the intervention models and promote the aims and ethos of the Drive Partnership

1. Ensure that all support and advice given is in line with Drive Partnership key messages and strategic objectives.
2. Embed and champion service delivery based on thorough assessment and individual intervention planning, that aligns to the model and Respect standards
3. Support in the ongoing development and embedding of interventions within systems at a local level, identifying and supporting the removal of barriers and feeding learning back to support national development
4. Support the intervention teams to resolve barriers to achieving the interventions objectives with other professionals and services, empowering them to think differently and innovatively within safe limits.
5. Identify aspects of the intervention and practice that require review and adaptation for reasons of effectiveness, impact or safety and contribute to the identification of changes required to address these issues.
6. Ensure fidelity to the intervention model, and in particular ensuring consistency in development and delivery nationally as the model evolves and adaptations are made based on learning.
7. Design and deliver ongoing training, workshops, cross-site learning and sharing between areas in line with the Drive Partnership recommendations.
8. Support the Drive Partnership to review the service, offering reflections on inputs, outputs and outcomes and the views of stakeholders and service users.
9. Where required directly line manage teams delivering Drive partnership Interventions and hold the role of Designated Safeguarding Lead.
10. Keep a watching brief over new research and reports about best practice and relevant new information and sharing those as appropriate

## 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

# Person Specification:

## Essential:

* Extensive experience of working with perpetrators and/ or victims of domestic abuse, and in particular, experience and knowledge ofeffective ways of working/engaging with clients with complex needs and challenging behaviour.
* An excellent understanding of domestic abuse, including the impact on victims and their children, patterns of behaviour and risk and best practice in working with high-risk perpetrators, of domestic abuse.
* An excellent understanding of the IDVA and MARAC process and best practice when working with high-risk victims of domestic abuse.
* A comprehensive understanding of risk, needs and how they are related.
* A comprehensive knowledge of legal remedies, statutory and third sector services, sector initiatives and additional support available to both victims or and perpetrators of domestic abuse, including behaviour change work.
* Experience of line management responsibilities
* The ability to advise, support and coach staff at all levels of practice and management.
* The ability to think strategically and work at a strategic level with a wide-ranging network of stakeholders.
* An excellent understanding of and experience in safeguarding issues and procedures.
* Understanding and experience of information sharing, the requirements of the Data Protection Act, and how this relates to domestic abuse cases and domestic abuse programmes.

## Desirable:

* Experience of working with those with related/complex needs, for example substance misuse issues, mental health, offending history.
* An understanding of public protection arrangements, criminal justice system including policing, child protection, health and social care, housing support and of multi-agency/partnership working.
* Experience of working with multi-agency partnerships and/or other voluntary and statutory services involved in the response to domestic abuse, including influencing and encouraging partnership working on a case-by-case basis and at a strategic level.
* Experience of effectively quality assuring and auditing case management practice and making recommendations to improve and develop practice.
* Experience of developing, reviewing and monitoring the progress of new services and initiatives.
* The ability to analyse and interpret complex data to extract, summarise and report on key findings.

## Personal attributes

* Excellent communication skills (both written and oral) and the ability to communicate effectively with different audiences.
* 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.
* Belief in the propensity for perpetrators to change their behaviour.
* A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector.
* Proactive, self-motivated and self-reflective, with a positive response to challenging situations and the ability to make effective use of support and supervision.