

The logo for 'Respect' is written in a bold, green, sans-serif font.

Development Lead for Make a Change

Job Description

Office Location:	Home Based with occasional travel to project sites and Respect's offices as necessary: Voluntary Action Islington, 200A Pentonville Road, London, N1 9JP
Responsible to:	Head of Make a Change
Responsible for:	Make a Change's Development and Innovation Programme for 2025-28
Hours:	Full time, 35 hours per week.
Duration:	Permanent, subject to funding.
Salary:	Point 42 to 45, salary amount £44,637 to £47,667 plus 6% employer pension contribution, (including a 2% minimum employee pension contribution) and other benefits. An Inclusive of Inner London Weighting is applied if applicable.

About Respect

Respect is a pioneering UK membership organisation in the domestic abuse sector. Founded in 2000, we have built our expertise over the last 23 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

Respect supports frontline organisations across the UK, so that together we can end domestic abuse. Our work is wide ranging: we offer accreditation of specialist services; we provide training for individuals and organisations working in the sector; we work in partnership with others to innovate and develop practice; we provide two helplines to enable service users to get the help and advice they need; we lobby influencers to improve policy and practice; we support up-to-date research undertaken by specialists in the field; and we fundraise to ensure important work continues to happen.

Respect has seen rapid growth over the last few years, and we now have 60+ staff running a range of projects and core activities and have ambitious plans for further growth and influence.

The logo for 'Respect' is written in a bold, green, sans-serif font.

Our vision

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.

Our mission

We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. With innovative practice, robust research and quality data, we build evidence of what works, promote safe, effective practice and drive high standards. We use our voice, in collaboration with others, to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Our Focus

Respect was founded to focus on perpetrators of domestic abuse and this, including our vital work with young people who cause harm, will remain our key priority. Our work with male victims will continue as an important, distinct, project.

Our Values

- **Pioneering** - We explore innovative ideas and develop new approaches with curiosity and rigour.
- **Collaborative** - We work in partnership with our members, partners and allies to bring about individual, societal and systems change.
- **Accountable**- We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.
- **Respectful** - We live up to our name. We are committed to equity, diversity and inclusion in all that we do. We are honest, compassionate and boldly challenge injustice.

Make a Change

Make a Change is a community-wide, early response approach to people using abusive behaviours (or who are concerned that they might be) towards a current or ex-partner. The model has been developed by Respect in partnership with Women's Aid Federation England, drawing inspiration from their Change that Lasts approach. It includes three

Respect



strands: **expert support** programme for perpetrators with parallel support for survivors, **workforce development** and **community outreach**.

Improving the safety, freedom and wellbeing of adult and child survivors of domestic abuse is a key outcome for our work with perpetrators. The Make a Change model is a multi-partner project offering local areas a framework for delivering perpetrator work. Where feasible, we aim to establish partnerships with local survivor domestic abuse service to deliver parallel support for survivors (referred to as Integrated Support Service) as part the expert support strand.

This is a new and exciting role within the Make a Change team. This exciting new role offers a unique opportunity to join our team at a pivotal moment. As the first person to fill this position, you'll play a key role in shaping its development and collaborating with the team to define its future direction. This is a fantastic time to join us as we grow, and you'll be an integral part of establishing this important function and contributing to our collective and continued success

Purpose of the role:

We are seeking a Make a Change Development Lead to drive the development and innovation plans for the model for 2025-28. This pivotal role will focus on enhancing the three core strands of Make a Change: **Expert Support**, **Workforce Development**, and **Community Outreach**.

This role requires innovation, leadership and collaboration with a range of stakeholders, ensuring these strands work seamlessly together to achieve meaningful, measurable outcomes for individuals and communities.

You will need to think long-term and understand how different components of the programme fit together. Strong leadership skills are necessary to guide teams, inspire collaboration, and make decisions that will influence both the direction of the programme and its day-to-day operations. You will have a passion for innovation and continuous improvement to develop and test new strategies, tools, and methodologies, ensuring that the programme remains dynamic and responsive to changing needs.

This is an exciting opportunity within a creative and proactive team, where members are encouraged to seek out and share learning. The role focuses on continuously developing our work with perpetrators, contributing to the growing evidence base on effective behaviour change and strategies to keep survivors safe.

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.

Key duties

Leadership and Innovation

- Oversee the programme for innovation and development, leading the creation and implementation of new strategies and approaches to enhance the effectiveness of the **Expert Support**, **Workforce Development**, and **Community Outreach** strands.
- Collaborate with internal staff, Make a Change delivery partners, and external stakeholders to identify emerging needs and refine the model, leveraging insights and evidence-based practices.
- Stay informed of trends, research and technologies in the field, ensuring the programme remains aligned with best practices.

Expert Support (Strand 1)

- Lead the development plans for the Make a Change behaviour change programme for perpetrators and the concurrent offer of support to survivors. This includes working with Respect staff and external associates to create and test resources.
- In partnership with expert consultants, revise and update the 26-session behaviour change manual, incorporating feedback from Make a Change delivery partners. Create pre- and post-programme materials to motivate engagement and support sustained behaviour change.
- Partner with Women's Aid Federation of England to develop an Integrated Support Service (ISS) manual that aligns with the behaviour change programme.
- In collaboration with an expert consultant and a neurodiversity-led organisation, adapt the behaviour change programme and draft the ISS manual to ensure they are inclusive of neurodiverse needs.

¹ A list of protected characteristics can be found [here](#)

Workforce Development (Strand 2)

- Lead the development and delivery of enhanced 'Recognise, Respond, Refer' training courses and briefings for multi-agency professionals, building on the initial course to introduce new content and approaches.
- In collaboration with local delivery partners, produce a framework to support organisations like Children's Social Care and health services to improve their response to perpetrators. This includes developing protocols and processes that ensure safe, effective, and sustainable practices for addressing harmful behaviour and establishing clear referral pathways to the Make a Change behaviour change programme.
- In collaboration with the Make a Change Project and Practice Lead, test, implement and monitor the framework with organisations and delivery partners in Make a Change sites.

Community Outreach (Strand 3)

- Investigate and propose outreach activities to connect with diverse community groups and maximise public awareness of the Make a Change programme.
- Adapt, design, and pilot outreach initiatives aimed at increasing awareness of the Make a Change programme to encourage perpetrators to access expert support.
- In collaboration with the Head of Make a Change, develop a framework to guide employers in supporting employees at risk of perpetrating harmful behaviours, helping them to implement safe and effective interventions.

Assist with overarching MAC Project management and development

- Support the Make a Change Data and Performance Manager with monitoring and evaluating local project sites. This includes supporting accurate data collection and preparing quarterly reports for local sites. Maintaining logs and records, including of all critical incidents, safeguarding incidents and GDPR breaches.
- Support the Senior Communications and Policy Officer with their activities including executing communication plans with local sites to promote the model and its three strands.

Respect



- Work with the Make a Change team to make continuous improvements to the model and its resources in line with team priorities and learning gathered. Produce materials and resources to support local implementation as needed.
- Working with fellow Make a Change team members to support the ongoing development of the model, designing, and delivering new aspects to the strands including training packages and practice forums on a range of topics relating to enhancing domestic abuse and perpetration knowledge and awareness.

General responsibilities

- Abide by all organisational policies, codes of conduct and practice, and to work within a framework of equal opportunities and anti-discriminatory practice.
- To maintain clear records of work done and to produce high quality reports on work programmes and activities as required by the Head of Make a Change.
- To attend clinical supervision as and when necessary.
- 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 Make a Change, which may vary from time to time.
- To carry out word-processing, filing, and administrative tasks necessary to fulfil the duties set out in the job description.

Please see below for **Person Specification**.

Closing date and time: Friday 2nd May 2025 at 23:59pm

Interview dates: Interviews will be held w/c 19th May 2025 via Teams

Please send completed application forms to: operations@respect.org.uk

We do not accept CVs. We ask that equality monitoring forms are also completed and sent in along with your application form.

Person Specification

KNOWLEDGE/ UNDERSTANDING		Essential	Desirable
1.	A thorough understanding of domestic abuse, its gendered nature and dynamics, causes and impacts on survivors.	x	
2.	Knowledge of evidence-based frameworks and theoretical models for behaviour change, specifically in relation to perpetrators of domestic abuse.	x	
3.	Understanding of neurodiversity and how it affects engagement with perpetrators of domestic abuse, including best practices for adapting programmes.		x
EXPERIENCE /ABILITIES			
4.	Experience in perpetrator programme delivery. Ideally as well in developing and implementing new strategies, interventions, or programmes for perpetrators.	x	
5.	Experience in project development, management and delivery, including planning, implementation, monitoring, and evaluation.	x	
6.	Proven ability to work collaboratively with diverse stakeholders, including partner organisations, delivery teams, and experts in the field.	x	
7.	Experience in creating and delivering training or educational content for multi-agency professionals, including the ability to engage participants with varying levels of expertise.	x	
8.	Experience in developing and updating resources, manuals, or guidance materials, particularly those related to behaviour change or perpetrator interventions.	X	
9.	Experience in managing or contributing to the development of strategic partnerships with external agencies, ensuring effective integration of services.		X
PERSONAL ATTRIBUTES			

10.	Demonstrable commitment to and understanding of the values, aims, and objectives of Respect, with a focus on promoting positive social change.	x	
11.	Commitment to equity, diversity and inclusion, and anti-discriminatory practice	x	
12.	Willingness to travel and work on occasional evenings as required.	x	
13.	Openness and willingness to learn, challenge and be challenged in a friendly, and collaborative working environment	x	

The Make a Change team

