

## Safe & Together Implementation Lead

### Job Description

**Location:** Home based with one day per week travel into the Bedford and Croydon offices, with travel to project sites and Respect's office as necessary 200a Pentonville Road, London N1 9JP.

**Responsible to:** Head of Safe & Together

**Salary:** Point 42 – 45; £44,637 to £47,667 (a London Allowance will be applied to employees who live in London of £3,299 plus 6% employers' pension subject to an additional minimum 2% contribution by the employee)

**Hours:** Full time 35 Hours, 5 days per week

**Contract type:** Maternity cover starting at the end of July 2025 for 8 months with a possible extension.

### 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 25 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.

### 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

Respect, Floor 2, VAI, 200A Pentonville Road, London N1 9JP

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Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

who perpetrate domestic abuse are stopped, held to account and given the chance to change.

## 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.

## About Safe & Together

The Safe and Together model (see <https://safeandtogetherinstitute.com/about-us/about-the-model/>) has had international success in changing Children's Services' response to domestic abuse, increasing the number of children who remain safely with their non-abusive parent and decreasing the high re-referral rate. This project started in October 2019 in Hackney and Waltham Forest and has further rolled out Safe and Together across 9 more London Authorities, and now branching outside of London This post will implement the model in Bedford and Croydon.

### The Principles of Safe and Together:

1. Keep children Safe and Together with their non-abusive parent, ensuring safety, healing from trauma, stability, and nurturance.
2. Partnering with non-abusive parent as a default position ensuring efficient, effective, and child-centred practice.
3. Intervening with the perpetrator to reduce the risk and harm to the child through engagement, accountability, and criminal justice.

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All the partners in this project believe that Safe and Together has a huge potential to drive improvements to children's services across the UK and this post is an opportunity to be involved at an early stage.

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

- Black and minoritised people
- Deaf and disabled people

We would also warmly welcome an informal chat about the role, if you are interested but unsure whether you meet the requirements or would be suitable (see contact details below).

## Purpose of the role:

The purpose of this role is to drive the implementation of the Safe and Together model within Children's Services in Bedford and Croydon. This will involve providing strategic direction, guidance, and practice expertise to staff through consultations and training.

The postholder is required to regularly report progress to senior management and boards to identify patterns and trends. This role involves data collection, analysis and evaluation of the project's impact.

## Main Tasks:

### 1. Role specific responsibilities

- a) To work with Children's Services in Bedford and Croydon to drive forward the implementation of the Safe and Together model at a strategic, process and practice level.
- b) To provide case consultations, expertise and guidance on the Safe and Together model to staff in both sites.
- c) To provide reports on the implementation of Safe and Together to senior management and relevant Board Meetings at Respect and Implementation sites.

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<sup>1</sup> A list of protected characteristics can be found [here](#)  
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- d) Undertake quarterly audits to measure changes in practice and the impact of Safe and Together.
- e) Undertake focus groups with parents and children to assess the impact of Safe and Together on families.
- f) Support the collection of data to measure the impact of the project.
- g) Bring together information from case audits, focus groups and other data sources to produce the evaluation of the project.
- h) To undertake Safe and Together training as directed. This will include the initial Core training, Supervisor training and the Safe and Together trainer certification course.
- i) To represent Respect and present information about Safe and Together in a range of settings.
- j) To contribute to the wider Safe and Together network in the UK and Internationally.
- k) Carry out any other duties as commensurate with this role.

Please see below for Person Specification.

Closing time and date for applications: Wednesday 14<sup>th</sup> May 2025  
23:59

Interviews to take place: Online via Microsoft Teams on Friday 23<sup>rd</sup> May 2025.

Please send completed application forms to:  
[operations@respect.org.uk](mailto:operations@respect.org.uk)

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## Person Specification

EXPERIENCE/ABILITIES		Essential	Desirable
1.	A strong track record in service delivery in Children's Services and/or domestic abuse sectors	X	
2.	Experience of improving service response through direct service delivery, training and skills development and systems change	X	
3.	Experience of project planning and execution, reporting on progress, managing project risks and ensuring achievement of objectives	X	
4.	A track record of driving service quality improvements, in relation to domestic abuse, children's safeguarding and/or family support	X	
5.	Experience in practice development and coaching	X	
6.	One or more of the following:  1. Health and Care Professions Council (HCPC) recognised social work qualification and HCPC registered  2. Qualified Domestic Abuse Prevention Advocate / Independent Domestic Violence Advocate or equivalent		X
KNOWLEDGE			
7.	An understanding of child safeguarding in a statutory environment	X	
8.	An understanding of domestic abuse particularly the challenges faced by children and family's services in responding to this	X	
9.	Knowledge of interventions with families affected by domestic abuse, including work with perpetrators of abuse.	X	

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10.	Understanding of the impact of trauma and domestic abuse on children and young people.	X	
<b>SKILLS</b>			
11.	A high level of interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner	X	
12.	Ability to write documents and produce briefings for a range of audiences	X	
13.	Ability to establish and maintain effective working relationships across the Local Authorities and with external partners.	X	
<b>APPROACH</b>			
15.	Demonstrate a commitment to – and understanding of – the values, aims and objectives of Respect	X	
16.	Reflect the aims and principles of Respect, promote anti-oppressive and anti-racist practice, and comply with all Respect policies, procedures and guidelines	X	
17.	Willingness to travel and work occasional weekends and evenings as required	X	
18.	Ability to work on own initiative.	X	
19.	Act in a professional manner whilst representing Respect	X	

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