Position: Senior Data Analyst

Reports to: Drive Data Team Manager

Salary: £35,614 Per Annum starting salary. Respect salary banding point 32-34. (£35,614- £37,489)

Hours: 37.5 Hours Per Week

Location: Home-based

Travel: Some travel into the Bristol/London Office

Contract: Fixed Term until 31st March 2026

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

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.
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 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.

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.

A partnership between:

The Drive Partnership 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 four 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 provide a co-ordinated community response and disrupt abuse.

- **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 identify and find solutions to systemic gaps in the provision and response to DA perpetrators with the aim of developing sustainable, national systems that respond to all perpetrators of domestic abuse and increase safety for victim-survivors across all communities. We identify systemic gaps and build solutions that keep survivors safer by addressing those causing harm.

Domestic Abuse Protection Orders (DAPO) Positive Requirements Triage Team works as part of the Government's DAPO pilots to ensure that referrals from courts and policing are assessed and referred to the most appropriate DA perpetrator, mental health or substance misuse intervention.

Purpose:

This role is an exciting opportunity to help transform the response to domestic abuse by ensuring the sector is evidence led. The Drive Partnership holds the largest datasets on perpetrators of domestic abuse nationally which you will use to inform our ambitious policy and research agenda. Working alongside our practice experts, survivors of abuse, and our expert research team, you will help to answer important questions about what works in ending domestic abuse.

The Senior Data Analyst will be responsible for supporting the Drive Data Team Manager, and Senior Managers within the Drive Partnership to ensure our data and reporting remains rigorous and robust and informs recommendations across the Drive Programme and partners. They will do this by taking a lead role on the ongoing data collection, analysis, research design and delivery of our work across the Drive Programme workstreams. The Senior Data Analyst will also act as a liaison between data teams within Respect and Safelives where there is identified workstreams that cross over.

The Senior Data Analyst will manage the Drive Data Analysts to ensure high quality data collection, reporting, quality assurance, analysis, and maintenance of Drive programme data, including data collected via the projects Case Management Systems. Through working with our experts (Drive Practice, Restart, National Systems Change and Communications teams and Public Affairs) you will use data and information to influence policy and inform practitioners, commissioners, and government about the sector. This is a great opportunity to see our data and research inform and improve the response to domestic abuse.

Key Responsibilities:

- Collect and analyse multiple datasets, to enable the delivery of high quality and consistent reports and presentations which have impact and create change.
- Provide high quality line management of Data Analysts within the team, adhering to cross matrix management guidelines, support and supervision policies and procedures.
- Support front-line services and practitioners to gather data on all family members affected by domestic abuse including but not exclusively children, adult victims, and perpetrators of harm.
- Manage and support the completion of the Drive Case Management Systems to a high standard. Supporting all stages of the case management process from data entry, quality assurance, visualisation to publication.
- Undertake analysis of our datasets and work closely and collaboratively with Drive Practice, Restart, National Systems Change, Communication, and Public Affairs teams/colleagues to develop clear messages for policy and practice audiences, making sure we're always answering the 'so what...?' questions that arise from quantitative and qualitative information we supply.
- Carry out quality assurance of our datasets and ensuring other teams have access to, and use, all available limitations and caveats when discussing our data.

- Prepare thematic briefings/reports based on messages emerging from the Drive, and partner agency datasets, including written format and presentations for internal and external audiences.
- Lead briefings on emerging trends in the data, new strategic opportunities, and the synthesis of data across the Drive Programme.
- Use knowledge of research and evaluation methodologies to design and develop new and existing research and data analysis tools.
- Keep up to date with research literature relevant to projects and relevant new developments in research methodology.
- Deputise for the Data Team Manager if required, including attendance at internal and external meetings, overseeing the work of others, and acting as an effective ambassador for the team and the organisation more broadly.
- Develop strong, collaborative, and effective working relationships with a range of external partners including delivery partners and stakeholders.
- Ensure that any data collected, analysed and or shared whilst performing these duties is handled in line with Respect, SafeLives and the Drive Partnership Data protection, data storage and collection policy and protocols.
- To engage in a constructive and effective way with all survivors of abuse, through calls to the office, Pioneer interaction, colleagues and any other interaction we have in our day-to-day work.
- Act as a positive role model in management and leadership as part of the REA team.
- Act as liaison between Respect and Safelives data teams where there is project cross over.
- Undertake any other duties as may reasonably be required.

Person Specification:

EXPERIENCE/ABILITIES		Essential	Desirable
1.	Experience of analysing and drawing meaning from large quantitative data sets, including the advanced use of Excel.	X	
2.	Experience of developing and managing Case Management Systems and the reporting from the system.	X	
3.	Excellent relationship management skills with people from different disciplines, including but not exclusive to external evaluators.	X	

4.	A sound understanding of descriptive statistics and extensive experience of conducting statistical analyses.	X	
5.	Excellent analysis skills with a strong ability to identify key themes in complex material, test interpretation and ensure that messages are relevant to practice and policy contexts.	X	
6.	Experience of complex and high-volume data collection using SNAP or other survey software.	X	
7.	Confident communicating clear practice and policy implications from data and evidence and presenting them in a range of formats to both specialist and non-specialist audiences.	X	
8.	Experience of leading projects, including scoping requirements, forward planning, monitoring progress against delivery, identifying and mitigating risks to delivery.	X	
9.	Experienced team worker, comfortable working with colleagues from different disciplines and in varied locations and drawing on a range of expertise to interpret data.	X	
10.	Sound IT skills including knowledge and experience of Word, PowerPoint and Outlook.	X	
11.	Excellent people and communication skills in both written and oral forms.	X	
12.	Ability to work across disciplines, being effective and confident with frontline delivery partners as well as researchers, strategic stakeholders, and commissioners.	X	
13.	Experience of effective line management of people with a diverse range of needs, expertise, backgrounds, and communication styles.	X	
14.	Experience of scoping, designing, and delivering evaluation research, including identifying, developing, and testing appropriate tools and reporting methods		X

15.	Experience of supporting organisations to use evidence to inform and develop practice.		X
16.	Experience and knowledge of evaluation design and different methodologies and approaches.		X
17.	Experience delivering qualitative research e.g. interviews, focus groups.		X
18.	Experience of statistical packages such as SPSS and R.		X
19.	Prior experience delivering training and data interpretation to front-line practitioners or equivalent.		X
KNOWLEDGE			
20.	Confident working with financial data and the full range of quantitative as well as qualitative methodologies for analysing this data.		X
21.	Knowledge of domestic abuse sector, and genuine interest and commitment to contribute to the Drive partnership goals to support high risk victims of domestic abuse, and young victims in particular.	X	
22.	Knowledge of building and maintaining good relationships with a range of internal and external stakeholders.	X	
BEHAVIOURS AND VALUES			
23.	An appreciation of the literature and key research and policy debates relating to adults and/or children living with abuse, and a passion for working to improve their lives.		X
24.	Ability to use (or enthusiasm to learn about) data visualisation and analytics tools.		X
25.	Proven ability to maintain confidentiality and be discreet at all times.	X	
26.	Self-starter with the ability to use initiative and judgement to identify problems and propose solutions.	X	
27.	Tries out new ideas and ways of working and identifies and shares learning.	X	
28.	Takes responsibility for own workload, acts on own initiative, seeks feedback from others, and pursues tasks/goals with energy, drive and need for completion.	X	
29.	Works effectively as part of a team to deliver shared objectives and to build team spirit.	X	