

Drive Partnership Safeguarding Lead

Position:	Safeguarding Lead
Reports to:	Drive Partnership Head of Programmes
Salary:	Point 48-51 £52,851 - £56,064 FTE, (pro-rata for 22.5 hours per week £31,711 to £33,638) (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)
Hours:	Part Time, 3 days per week (22.5 hours per week)
Location:	Remote
Travel:	You may be required to travel throughout the UK
Contract:	Fixed term to 31 st March 2028 (subject to funding)

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 26 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

Our Vision

Our vision is to end domestic abuse. It's a simple ask and a daunting task. We know it will take generations of hard work to get there. In the meantime, we want to live in a world where domestic abuse is not tolerated, where perpetrators are held to account and survivors' safety and wellbeing is centred.

Our Focus

We know that we cannot achieve our vision on our own. The scale of the problem is just too big and complex for one organisation alone to solve. It requires coordinated action across society, with everyone – specialist service providers, statutory agencies, policy makers, funders and commissioners, community groups and many others – working together.

We have chosen to focus on 3 key strands of work, so that:

- **Perpetrators** of domestic abuse: are held accountable, offered the chance to change, and stopped from causing further harm

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- **Young people** who cause harm to family members/carers or in their intimate relationships: are offered responses that recognises both their vulnerability and the risk they pose
- **Male victims** of domestic abuse: are supported to escape and recover from the abuse they have experienced through a range of responses designed to meet their needs

Our Values

- We are **pioneering** - We explore innovative ideas and develop new approaches with curiosity and rigour.
- We are **collaborative** - We work in partnership with others who share our values to bring about individual, societal and systems change.
- We are **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.

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 (Police and Crime Commissioner's) area 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 a second-tier organisation focusing on the continuous improvement of service models, sharing best practice and supporting specialist service providers to deliver. 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

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About SafeLives

We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone and for good. We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. And we challenge perpetrators to change, asking ‘why doesn’t he stop?’ rather than ‘why doesn’t she leave?’. This applies whatever the gender of the victim or perpetrator and whatever the nature of their relationship. Together we can end domestic abuse. Forever. For everyone.

About Social Finance

Social Finance is a non-profit organisation that helps our partners design, fund and scale solutions to complex and enduring social issues in the UK and globally. We launched the world’s first Social Impact Bond in 2010 and since then our pioneering work has delivered lasting and widespread change that improves the lives of people and communities. We are FCA-regulated and help with mobilising finance, strategy, design, data, and building partnerships, in a human-centred way. We partner with local and national governments, commissioners, service providers, such as charities, as well as socially-motivated investors, funders, international donors and philanthropic organisations.

About the Role

The Safeguarding Lead will sit within the Drive Partnership Central Team, reporting to the Head of Programmes. This is a new role, created to provide dedicated safeguarding leadership as the Partnership’s flagship Drive Project, an intervention for high harm high risk perpetrators of domestic abuse, scales across England and Wales.

This role will act as the Deputy Designated Safeguarding Lead (DDSL) for the Drive Partnership, working closely with the Organisational DSL, holding oversight of safeguarding governance across our network of programmes. The Drive Partnership is shifting from a model of compliance and audit towards one of shared learning, where the Central Team works alongside delivery partners as learning partners, supporting reflection, curiosity and continuous improvement. The Safeguarding Lead will lead that shift, holding both the rigour of accountability and the compassion of support. Working alongside our Drive Partnership Programme Managers as a peer, the Safeguarding Lead will provide advice, guidance and

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supervision to Drive Partnership programme teams, reporting into the Senior Management Team, and will input into Board reporting on safeguarding governance, learning and equity.

This is a pivotal moment to join the Drive Partnership. A new safeguarding governance and quality and learning framework has been designed and piloted, built around collaborative learning, relational practice and equity. The Safeguarding Lead will inherit a well-developed framework and will lead its embedding and ongoing development across the network. This role will suit someone energised by organisational and culture change, comfortable working in complexity and ambiguity, and skilled at supporting behaviour change through relationships. It asks for someone who can hold uncertainty, facilitate honest learning, and help a network find its way into a new way of working.

Key Responsibilities

Safeguarding leadership and governance:

- Act as the Deputy Designated Safeguarding Lead for the Drive Partnership, holding responsibility for the safeguarding governance, quality and learning function across all Drive Project sites.
- Lead the Drive Partnership Central Team's quality and learning function, working with delivery partners as learning partners so that learning from notifications and practice reviews feeds back into practice improvement.
- Lead on whole programme safeguarding reporting and risk management, including identifying patterns, escalating concerns and ensuring the right responses are in place.
- Provide reports for the Senior Management Team and Drive Partnership Board on safeguarding governance, learning and equity, including an annual safeguarding and learning report.
- Ensure adherence to all safeguarding policies and procedures, including Charity Commission reporting requirements.

Practice oversight and support:

- Provide advice and guidance to Senior Practice Advisors (site DSLs) in relation to their safeguarding responsibilities, supporting them as learning partners to their sites.
- Oversee the practice review cycle across all sites, ensuring reviews are completed on time, to the required standard and that learning is captured and returned to delivery partners.

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- Lead the learning loop, ensuring intelligence from notifications, practice reviews and learning forums feeds into training design, model development and sector learning.
- Hold equity and intersectionality as a standing governance function, ensuring demographic data is analysed, patterns of disproportionality are identified and acted upon, and the programme is actively working toward equitable reach and outcomes.

Relationships and partnerships:

- Build and sustain strong, trusting relationships with Drive Project delivery partner Service Managers and their teams, acting as a source of safeguarding expertise and a genuine partner in learning.
- Work collaboratively with the Drive Project IDVA Lead to ensure victim safety is held at the centre of the QA function.
- Liaise with statutory safeguarding agencies, commissioners and relevant bodies as required.
- Represent the Drive Partnership's safeguarding function externally, contributing to sector learning and development.

Framework development

- Embed the safeguarding governance and QA framework across all Drive Project sites, leading the piloting process and refining the design in response to learning.
- Ensure effective mobilisation of new reporting and monitoring framework including data collection, analysis, learning and identification of patterns and trends.
- Lead safeguarding-related training and development for Drive Partnership Central Team staff, building confidence and capability across the network.
- Take forward priority development actions on appointment, including role clarity for Senior Practice Advisors and Practice Advisors.
- Lead and contribute to ongoing safeguarding development projects as the Drive Project scales, working collaboratively with the Drive Partnership Central Team and delivery partners to continuously improve governance, practice and learning systems.

Contributing to organisational development and sector learning

- Work alongside Drive Central Team leadership to support cultural and organisational change as the Drive Project scales nationally, including an enhanced focus on anti-racist practice, equitable service provision and trauma-informed ways of working.
- Use learning from the QA function to contribute to The Drive Partnership's ongoing learning and development of perpetrator interventions, sharing anonymised insights



across the sector, contributing to research and practice development, and helping to build the evidence base for what works.

- Champion equity and anti-discriminatory practice as integral to quality assurance, model development and learning across all aspects of the role.

Self-development

- Acting in a professional manner whilst at work including when representing Respect
- Maximising own personal development by positively contributing to induction, supervision, training, appraisal, and team meetings (as appropriate)
- Undertaking training as directed by management and identifying own training needs in consultation with line management and taking steps to ensure these are met
- Conducting all work in a way that reflects the aims and principles of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Carrying out any other duties as commensurate with this role

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We would particularly welcome applications from people from a wide range of backgrounds and across all protected characteristics¹, 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).

Please see below for Person Specification.

Closing time and date for applications: Tuesday 25th August 9am

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

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

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Person Specification

EXPERIENCE/ABILITIES		Essential	Desirable
1.	A genuine commitment to relational, collaborative ways of working and the ability to lead through influence, credibility and trust.	X	
2.	Comfort working in complexity and ambiguity; able to hold uncertainty and exercise sound professional judgement.	X	
3.	Experience of leading or supporting organisational and culture change, and of enabling behaviour change in others through reflective, relational approaches.	X	
4.	Substantial experience in a senior safeguarding role, including experience as a Designated Safeguarding Lead, Deputy DSL, or equivalent.	X	
5.	Experience of quality assurance and practice review in a multi-site or network context.	X	
6.	Experience of reporting to a Board or senior governance body on safeguarding matters.	X	
7.	Experience of working in or alongside a second-tier, oversight or quality assurance organisation.		X
8.	Experience of perpetrator intervention programmes or work with high-harm, high-risk cohorts.		X
9.	Experience of designing or delivering safeguarding training using scenario-based, relational approaches.		X
10.	Experience of working across a national programme at scale.		X
11.	Experience of working with or alongside IDVA services and multi-agency perpetrator panels.		X
KNOWLEDGE			
12.	Deep working knowledge of the legislative and statutory framework (Children Act 1989 and 2004, Care Act 2014,	X	

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	Domestic Abuse Act 2021, Working Together to Safeguard Children 2026, GDPR).		
13.	Strong analytical skills, able to identify patterns across complex data and translate them into clear learning and action.	X	
14.	Excellent relational and facilitation skills, able to build trust with delivery partners, hold challenge constructively and facilitate honest, reflective learning conversations across a network.	X	
15.	Knowledge of the Respect Standard and perpetrator programme quality frameworks.		X
16.	Knowledge of contextual safeguarding frameworks and their application in high-harm contexts.		X
17.	Qualified social worker (registered with Social Work England) or equivalent professional qualification with substantial post-qualifying experience in safeguarding.		X
APPROACH			
18.	Demonstrable understanding of safeguarding in a domestic abuse context, including coercive control, high-harm perpetrator work, multi-agency risk management frameworks (DASH, MARAC, SOAG) and victim-survivor safety.	X	
19.	Commitment to equity, anti-racist and anti-discriminatory practice and trauma-informed approaches and the ability to embed these structurally.	X	
20.	Willingness to be flexible travel and work occasional weekends and evenings as required	X	
21.	Collaborative and solutions-focused approach	X	