



Challenging harmful behaviour.  
Stopping domestic abuse.

# Drive Partnership Programme Manager

- Position:** Programme Manager
- Reports to:** Deputy Director/ Director
- Hours:** 37.5 hours per week with flexible working hours and provision of an out-of-hours response as needed
- Salary:** £49,299 – £52,387
- Location:** Home based with some travel to pilot sites
- Travel:** You will be required to travel when the role requires it
- Contract:** 2-years fixed term.

Benefits		
34 days holiday (inclusive of public holidays)	Flexible working	Cycle to work scheme
Eye Care Vouchers	Pension scheme with 4% employer contribution	Childcare Vouchers
Employee Assistance Programme	Clinical Supervision	Holiday Purchase Scheme to buy up to an additional 5 days of annual leave
Enhanced Family leave Policies	Enhanced Sick pay	Professional Development Fund
Individual learning budget	Restorative Practice Training	Time Off In Lieu

## 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.

Last year alone, nearly 13,500 professionals received our training. Over 70,000 adults at risk of serious harm or murder and more than 85,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last four years, over 2,000 perpetrators have been challenged and supported to change by interventions we created with partners, and that is just the start.

Together we can end domestic abuse. Forever. For everyone.

This role is based within the Drive Partnership and be part of the pilot for the role out the positive requirement element of the DAPO's.

## 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.

## Background for the role

In April 2021 the Domestic Abuse Act received Royal Assent. The Act introduces a new civil Domestic Abuse Protection Notice (DAPN) to provide immediate protection following a domestic abuse incident, and a new civil Domestic Abuse Protection Order (DAPO) to

provide flexible, longer-term protection for victims. DAPOs can impose both prohibitions and positive requirements on perpetrators. Positive requirements can be in the form of interventions aimed at reducing and managing risk, meeting the needs of an individual (for the factors that are not the causation of abuse but impact on risk e.g. mental ill health, substance misuse) and behaviour change interventions.

We were commissioned by the Home Office to design a triage model that will assess individuals for the suitability of these interventions, this triage model will be rolled out in the pilot sites which are going live in May 2024 and will be tested and evaluated in order to prepare for national roll out in 2026.

## **Purpose of the Role**

The Programme Manager will oversee the roll out and delivery of the DAPO pilot Triage Model. They will have responsibility for line managing the Finance and Contracts post, the Data Analyst and Practice Advisor. Ensuring that the service is being delivered in line with the model, as this is a pilot they will work closely with the teams to collate learning and implement consistent development to delivery. The Programme Manager will develop positive working relationships with the multi-agency partners in each site including police, courts, local authorities and the Home Office to enable this delivery and effectively support the triage teams. The Programme Manager will be responsible for all reporting and support the external evaluation of the programme.

\*Please see attached slides for more detail on the model

## **Responsibilities:**

1. Lead on the national roll out and delivery of the triage model.
2. Provide support, to a range of roles including some through a matrix management system as they will be employed by a different organisation within the partnership.
3. Develop and lead a team across multiple sites.
4. Work closely with the Practice Advisor to develop and maintain effective working relationships with local and national partners and stakeholders participating in the DAPO pilot and ensure that the model is effectively implemented and delivered.
5. Work with Respect member organisations to ensure that the provision of interventions is secured that are suitable for the positive requirements.
6. Work with other organisations in the pilot areas such as substance misuse and mental health to ensure clear pathways and interventions are available for the positive requirements.
7. Manage any contracts given to service providers offering interventions for positive requirements.
8. Oversee the budget and contracts for the DAPO pilot across multiple sites.

9. Work with the Practice Advisor and data analyst to ensure that data gathering is embedded and maintained within the pilot sites and hold responsibility for reporting back to stakeholders and commissioners.
10. Support the national independent evaluation of the DAPO pilot.
11. Hold the role of Safeguarding Lead for the triage team ensuring that practice is in line with policy and that all staff are adhering to it.
12. Ensure that case files and records are accurate and complete and are kept and in compliance with Data Protection Act requirements.
13. Ensure the model is delivered in line with Respect and Home Office standards for working with perpetrators.

### **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:**

1. At least 3 years' experience of working on complex cases in a multi-agency environment and working with other professionals/agency to manage risk and safeguard vulnerable adults and children
2. An understanding of the root causes of domestic abuse on both an individual and societal level
3. At least 3 years' experience of managing a team
4. Experience of working at a strategic level in partnership with voluntary sector and statutory sector organisations
5. Ability to work on own initiative and keep the momentum going within projects by creating deadlines, working towards these and motivating others to do the same
6. Experience of data monitoring, analysing data and providing reports for funders

7. Experience working within domestic abuse service delivery, child protection and / or safeguarding roles

### **Desirable**

8. Knowledge of safe and effective interventions with perpetrators of domestic abuse across different risk and needs groups
9. A knowledge and understanding of the needs of victims of domestic abuse and a good understanding of risk
10. Experience of managing a budget
11. Experience of contract management
12. Experience of forming and developing a new team
13. Experience of setting up new projects
14. An understanding of GDPR and information sharing agreements

### **Personal attributes**

15. Excellent communication skills (both written and oral) and the ability to communicate effectively with different audiences.
16. 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.
17. Belief in the propensity for perpetrators to change their behaviour
18. A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector.
19. Proactive, self-motivated and self-reflective, with a positive response to challenging situations and the ability to make effective use of support and supervision.

### **Equality and Inclusion**

SafeLives is committed to providing equal opportunities for all, irrespective of age, disability, race, sex, religion/belief, sexuality, gender identity, marital/civil partnership, pregnancy/maternity and working patterns. We are keen to have staff that appropriately represent all the communities we serve as an organisation.

### **Lived Experience**

We believe there is no 'them and us' in domestic abuse and recognise that applicants may have direct or indirect experience of their own, whether disclosed or not.

We are committed to placing lived experience of domestic abuse at the heart of all we do, and colleagues who chose to share their personal expertise can do so openly and with organisational support. If there is any discussion during the recruitment process regarding

a candidate's personal experience of domestic abuse, it will be treated confidentially and will not be shared outside of the interview panel/Human Resources.