Practice Consultant: Whole Family Practice Team (3 positions available)

Reports to: Senior Practice Consultant
Hours: Will consider full time and part time
Salary: £33,000-£36,000
Contract: Permanent
Location: Remotely based but will be responsible for a geographic area (e.g. London, Midlands/North Wales or the South West)
Benefits: A generous package including 25 days holiday a year and public holidays, employee pension scheme with 4% employer contribution, Cycle2Work scheme, 365 days a year Employee Assistance Programme

Who are we?

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 11,000 professionals working on the frontline received our training. Over 65,000 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 three years, over 1,000 perpetrators have been challenged and supported to change by interventions we created with partners, and that’s just the start.

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

Purpose

As Practice Consultant, you will pro-actively support your Head and line manager, demonstrating leadership and strong supportive role in your team’s contribution to delivering the provision of high-quality support, in strategic and operational environments. You will be skilled and confident about building high trust relationships, contributing to securing a strong network across the UK and quality within our accreditation services.

You will take responsibility to motivate yourself and build a wide skill set both personally and within the team, sharing expertise and encouraging everyone to work at their best together. Practice Experts act as a critical friend to local areas and services, supporting, advising and guiding them through a combination of free and paid for expert support. Building relationships with national partners and local areas to develop coordinated, dynamic responses to domestic abuse and related safeguarding issues; seeing the whole picture for each family member to keep people safe sooner.

Position context

Practice Consultants work within the Whole Family Practice Team to lead our work to transform the multi-agency response to domestic abuse and how families are safeguarded. Our Whole Picture strategy sets out an ambitious vision to end domestic abuse, looking from the perspective of the whole family and this team is at the very heart of delivery, increasing safety sooner for all those at risk.
Working nationally supporting your Head and team to establish a framework for disseminating best practice, embedding quality and enabling statutory and voluntary sectors to work better together to improve the experience and outcomes for children, adults and families. You will combine deep practice experience with an entrepreneurial mind-set, focused on walking alongside partners to devise pragmatic solutions to complex problems.

**Responsibilities**

- You will support our commitment to maintain the risk led response to end domestic abuse.
- Work with SafeLives Pioneers to implement our commitment to place the authentic voice of survivors at the heart and start of all our work.
- Support your line manager and the Head of the team in their responsibilities to deliver key elements of our Whole Picture strategy, working to the objectives of the Quality and Innovation Directorate.
- Make a strong equal contribution to an innovative, rigorous team of colleagues and external experts – demonstrating an optimistic, flexible approach to coordinate the development, delivery and implementation of projects and best practice across England, Wales and Scotland.
- Develop and maintain excellent relationships and build trusting partnerships across the multi-agency spectrum, with the smallest specialist voluntary services, national statutory organisations and multi-agency forums.
- You will contribute to building our organisational understanding of the complexities and value of coordinated multi-agency working, solving problems, creating solutions and translating into policy and practice.
- Transform our strategy into operational implementation at a national and local level. Working innovatively and collaboratively with local and national partners and a wide range of experts to co-develop well-coordinated work and evolve the multi-agency culture and whole system approach to individuals and families.
- Turn this operational implementation by delivering your personal and team objectives supporting colleagues to deliver these effectively, positively and enthusiastically.

**Strategic oversight of our whole family approach**

- Develop and contribute your skills to be confident to implement our Whole Family strategy and delivery of our strategic priorities, by supporting the team to deliver an effective multi-agency response working across the statutory and voluntary sectors.
- Work with our authentic voice team, our Pioneers and survivors to bring the voices and lived experience of children, young people and those who perpetrate abuse to understanding the problem and the development of solutions.
- Participate in the delivery and piloting of our innovative programmes in local areas: working with colleagues and independently to support commissioning and governance groups to ensure effective operational delivery in the best interests of people impacted by domestic abuse.
- Build allies with other organisations and individuals, nationally and locally.
- Contribute proactively, confidently and positively to organisational and external strategic and operational groups.

**National support**

- Build on our transformational multi-agency work and risk led response and evolve the Idva/Marac model in the ever-changing national landscape to meet families’ needs.
- Contribute to the development of our innovative pilot work, creation and dissemination of best practice, by listening, learning and analysing the experience of local areas and services.
- Grow our networks, to understand innovation and best practice of specialist services to share across the UK and increasing support for all professionals working with families.
- Deliver a strong and quality assurance function including data analysis and voice so that victims and families know what good looks like for domestic abuse services across the UK, including, for example, the maintenance and extension of our Leading Lights accreditation programme, working with the team to contribute practice experience and expertise to deliver this...
• Support the team and organisation to work with relevant regulators and inspectorates, such as HMICFRS, Ofsted, CQC, alongside our public affairs team, partners and survivors to drive policy and practice change
• Embed survivor voice and lived experience of children, young people and those who perpetrate abuse to understanding the problem and influence the development of solutions

Team support
• Develop working together in new and influential ways, extending our reach and walking alongside partners and local areas as a critical friend.
• Deliver high quality professional and practical advice, assessing needs, reviewing systems and services and developing solutions with local areas
• Be part of a team to be confident to generate income, build your skills to understand and analyse value for money and cost benefits, working with our research team to offer effective qualitative and quantitative data analysis and cost benefit analysis at a local level
• Demonstrate a fundamental commitment to our culture of working together, underpinned by the influential voice of survivors which is reflected in all our work. You will inspire credibility and belief in working equitably with respect for the value, influence and expertise of lived experience.

Person specification

Knowledge, skills and experience
• Strong practice and strategic experience gained through working in or with frontline domestic abuse services and/or safeguarding arena and local partnerships at all levels with statutory and voluntary sector organisations, which will inspire confidence of new partners and commissioners
• Knowledge of domestic abuse and safeguarding sector including current challenges, opportunities and lessons to deliver the most effective response
• Able to deliver strategic goals for an effective response.
• Confidence to be part of the development and maintenance of relationships with statutory commissioning teams, with an understanding of commissioning processes.
• Competent with using data and research, able to analyse existing and new qualitative and quantitative evidence, drawing out findings and making appropriate recommendations based on local needs
• Demonstrable experience in developing and presenting high-quality written reports, presentations etc.
• Creative mind-set and demonstrable experience in developing and approaching new opportunities with partners
• Ability and willingness to integrate into the organisation valuing the differences we can each bring.
• Experience of delivering objectives and projects on time and of a high standard
• Experience of making a strong contribution to successful teams who are flexible, self-motivating, bringing ideas and a can do attitude.
• Ability to convert information, analysis and data to practical tools and products.
• Able to work successfully independently and within a dispersed team, proactive time management and prioritise effectively.
• Willing to travel extensively across the UK with frequent overnight stays as required.

Competencies
• Demonstrate SafeLives values of human, rigorous and brave and embed these in all you do.
• Align your work and objectives to the SafeLives competency framework.
• Ability to work flexibly and autonomously, undertaking positive inquiry with local teams without highly developed frameworks
• Entrepreneurial approach, able to generate income alongside provision of free advice
• Pragmatic and solutions-focused, able to juggle competing priorities effectively