



Research Analyst

Reports to	Head of Research, Analysis and Evaluation
Hours	1.0 FTE (37.5 hours per week)
Salary	£23,500-£29,500 per annum
Contract	Fixed term contract until March 2025
Location	Remote Working - Ideally based in Scotland (although other UK locations will be considered ie. Bristol) Role will entail regular travel across Scotland and occasionally the rest of the UK
Benefit	A generous package including 25 days holiday a year and public holidays, employee pension scheme with up to 4% employer contribution, childcare voucher scheme, Cycle2Work scheme, Flexible Working

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's just the start.

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

Key purpose of the role

SafeLives has an unparalleled track record of using evidence and research to effect national change; with research and analysis being fundamental to helping SafeLives achieve its strategy. This information is used to set our policy messages, define our strategy, design our services, and evidences the impact of the work we have done.

This role is an exciting opportunity to help transform the response to domestic abuse in Scotland by providing a valuable evidence base. SafeLives holds the largest datasets on victims and perpetrators of domestic abuse across the UK, and in Scotland we hold a dataset on Multi-Agency Risk Assessment Conferences (Maracs) operating across the country and we also collect data and insight on a variety of VAWG-related activities. You will use this to support practice and inform influencing opportunities on programmes like Safer Sooner, Embedding Lived Experience, Domestic Abuse Court Advocacy Accreditation, and Training. Working alongside our programme leads, survivors and stakeholders you will help to answer important questions about what works in ending domestic abuse.

The Research Analyst will be responsible for working with and supporting the Senior Research Analyst and Research Managers to develop and deliver rigorous and sector leading data, analysis, and recommendations across our work alongside the Scotland team.

We need an enthusiastic, innovative, and capable individual with the technical ability to keep our unique sector-leading evidence base relevant and informative to all our users, local service providers, Maracs, and local and national government. The evidence you produce will inform and influence policy makers, funders, and stakeholders to improve the response for families living with domestic abuse in Scotland.

This role contributes to work relating to **Equally Safe** Priority 3 and priorities 2 and 4 of the Victim Centred Approach Fund. The work is also linked to a broader set of work across the Violence Against Women and Girls (VAWG) sector in Scotland that seeks to galvanise whole system improvement for those experiencing domestic abuse. The role is also closely aligned to SafeLives' Whole Picture Strategy, our 'everybody's business' messaging and our commitment to embed the authentic voice of survivors across all of our work.

The Research Analyst will gather and share robust data and evidence in relation to Maracs and other multi-agency systems available to people experiencing domestic abuse. This role will use, gather, analyse and share data and voice to innovate best practice for a coordinated domestic abuse response, by supporting with the creation of relevant standards, high-quality tools and resources, as well as evaluation and monitoring processes.

They will work alongside our Scotland team, which includes Head of Scotland, Multi-agency Leads, Accreditation Lead, Training Lead, Engagement Lead and the Authentic Voice Panel. They will also engage with other key partners, for example, via involvement with our Safer, Sooner Domestic Abuse network – to ensure good practice is heard, shared, and promoted at national level.

The role may also require some flexibility to support the work of the whole Research Evaluation and Analysis (REA) team across the different research programs which include:

- National data (Insights, Marac and Mash data). Our UK-wide datasets bring together evidence of the current response to domestic abuse. Insights is our pioneering outcome measurement service which is embedded in front line domestic abuse services and used by practitioners, funders and policy makers to magnify their impact on the lives of adults, children and young people and victims of sexual violence. Our unique Marac data monitors the performance of all 290 Maracs across the UK adding to the understanding of the response to high-risk domestic abuse, informing local and national policy and practice
- Contributing to SafeLives policy, practice, and research projects
- Evaluations of specialist domestic violence services carried out on a consultancy basis

Responsibilities

- Gather data from various frontline services and organisations, as well as from all family members affected by domestic abuse including but not exclusively children, adult victims and perpetrators, assisting with the design of data tools, delivering training and contributing to the development of training and analysis materials.
- Use knowledge of quantitative and qualitative methodologies to contribute to project design and the development of research tools such as new forms, questionnaires, focus groups and online surveys.
- Develop evaluation tools capable of evaluating medium- and large-scale interventions.
- Conduct literature reviews and desk-based research projects on a broad range of topics across Scotland's VAWG sector.
- Conduct analysis of data collected using appropriate and tested methods to produce accurate and timely results, and testing interpretation with practice experts within and external to SafeLives.
- Support the interpretation and dissemination of messages from SafeLives research data, including writing and contributing to reports and papers as required, drawing out clear implications from the data for policy and practice, and presenting findings back to front-line practitioners including Independent Domestic Abuse Advocates (Idaas), Maracs and other VAWG stakeholders, as well as policymakers at local and national level.
- Work closely with the Scotland Team and other internal teams to ensure data analysis and outcomes are linked to best practice recommendations (which are fed into the reports) and

ensure all reports, messages and outputs are aligned with SafeLives practice messages and best practice.

- To liaise with external stakeholders and other external contacts to develop positive working relationships and respond to queries as appropriate.
- Enter data onto various databases with consistency and accuracy.
- Provide data and analysis support for the priority development areas of our Equity, Equality, Diversity and Inclusion strategy.
- Be a confident communicator, with the ability to convey complex messages in a way that non-expert audiences can understand and engage with and deliver clear and coherent reports and presentations for internal and external stakeholders.
- Be responsible for ensuring the completeness, accuracy, robustness and timely production of all data and narrative reports, and other research and policy outputs.
- Day to day management of SafeLives' datasets, including answering queries from and providing support to practitioners and internal teams, management of online data collection tools and oversight of the accuracy and integrity of the dataset.
- Support the Senior Research Analyst and Research Manager to develop cross data set working and awareness with other members of the REA team.
- Support the scoping, design and development of new data and analysis projects to support SafeLives' Whole Picture strategy and future opportunity within Scotland.
- Disseminate research and evaluation findings to internal and external partners using a range of appropriate formats and communication tools.
- Keep up to date with research literature relevant to projects and relevant new developments in research methodology.
- To ensure that any data collected, analysed and or shared whilst performing these duties is handled in line with SafeLives Data protection, data storage and collection policy and protocols.
- To engage in a constructive and effective way with all survivors of abuse, through engagement with the Authentic Voice Panel, colleagues and any other interaction we have in our day-to-day work
- Undertake any other duties as may reasonably be required

Person specification

Qualifications

- Educated to degree level or holding an equivalent professional qualification.

Skills/experience: essential

- Experience of working within research and/or data analysis setting.
- Experience of using qualitative and quantitative research techniques.
- Excellent analytical skills, with experience and knowledge using Excel to an intermediate level.
- Experience in the production of written reports or similar.
- Excellent IT skills including knowledge and experience of Microsoft Word, Microsoft Excel, Microsoft PowerPoint, and Microsoft Outlook.
- An awareness of Scottish local and national policy (Equally Safe) as it relates to domestic abuse, including justice, public protection, and multi-agency/partnership working.

Skills/experience: desirable

- Experience of delivering quantitative research, in particular of managing, analysing and drawing meaning from large data sets.

- Experience of presenting to stakeholders and disseminating complex information in a practical, understandable fashion.
- Experience of conducting statistical analyses using an appropriate statistical package e.g. R.
- Experience of using SNAP survey software or similar.
- An understanding of the gendered analysis of domestic abuse, the nuances of coercive control and its impact in a Scottish context.

Competencies

Delivering quality

- Strong data analysis skills with the ability to work across multiple large-scale datasets utilising a variety of data systems, whilst maintaining a high level of attention to detail.
- Strong time management and organisational skills including the ability to manage multiple projects, prioritise own work and meet tight deadlines.
- Self-starter with the ability to use initiative and judgement to identify problems and propose solutions.
- Takes responsibility for own workload, acts on own initiative, seeks feedback from others, evaluates own performance and then acts upon it.
- Tries out new ideas and ways of working and identifies and shares learning.

Communication & Relationship management

- Strong written skills, with experience of writing reports, guidance or briefings to influence policy or practice.
- Builds and maintains good relationships with a range of internal and external stakeholders.
- Speaks and writes clearly and effectively and in a timely manner to both internal and external audiences.
- Very strong oral communication skills, with experience effectively communicating to a range of audiences.
- Proven ability to maintain confidentiality and be discreet at all times.

Influence

- A genuine interest and commitment to contribute to SafeLives' goals to support victims of domestic abuse.
- Inspires confidence and trust– demonstrating high standards of integrity, honesty, and fairness.
- Actively engages the knowledge, ideas, and contributions of other.

Innovation and creativity

- Looks for ways to improve current practice.
- Tries out new ideas, working practices and technologies to improve own ways of working.

Teamwork and collaboration

- A strong team player, with experience of working with colleagues across a range of roles.
- Works effectively as part of a team to deliver shared objectives and to build team spirit.
- Supports colleagues in demanding situations, recognises the importance of well-being in self and others, accepts help and support from other team members.
- Listens to the views of others.

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 represents 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.