Ending domestic abuse

SafeLives Data Analyst: Drive

Reports to Senior Data Analyst/ Data Team Manager/ Head of REA
Hours Full Time (37.5 hours per week) (1.0 FTE)
Salary £30,321.20 per annum (Band D)
Contract Fixed term contract until June 2027 [with the possibility of extension]
Location Bristol based with some travel across 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.

About the Drive Partnership

The Drive Partnership is a partnership between Respect, SafeLives and Social Finance. We came together in 2015 around a shared ambition to change the way statutory and voluntary agencies respond to high-harm, high-risk perpetrators of domestic violence and abuse. Today, we are still working together to transform the national response to perpetrators of domestic abuse. The Drive partners provide ongoing governance and leadership for all of our work through a joint project board.

The Drive Project

The Drive Project is our flagship intervention working with those causing harm in their relationships to prevent abusive behaviour and protect victim-survivors. Service users have been assessed as posing a high-risk, high-harm level of domestic abuse to the people that they are in intimate or family relationships with. They also often have multiple needs and are resistant to change. The Drive Project has an intensive case management approach that challenges service users to change and works with partner agencies – like the police and social services – to disrupt abuse.

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 by ensuring the sector is evidence led. SafeLives holds the largest datasets on victims and 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.

This Data Analyst position will primarily work within the Drive programme team. They will be responsible for working with and supporting the Senior Data Analyst and Data Team Manager to develop and deliver rigorous, sector leading data, analysis, and recommendations. Working closely with the Drive Practice, National Systems Change and Restart teams, **this role will primarily focus on data collection, quality assurance, management and reporting through the Drive Case Management Systems.**

We need an enthusiastic, innovative, resilient, 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, commissioners, and national government. The evidence you produce will inform and influence national policy makers, funders, and stakeholders to improve the response for families living with domestic abuse.

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

- National data (Insights, Marac and Mash data). Our national 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 country 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 including Spotlights which focuses on a different theme in the domestic abuse sector every quarter.

- Evaluations of specialist domestic violence services carried out on a consultancy basis

Responsibilities
- Support the Drive Practice Advisors to 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.

- 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, commissioners and policymakers.

- To liaise with external stakeholders and other external contacts in order to develop positive working relationships and respond to queries as appropriate.

Manage and maintain the Drive Case Management Systems, ensuring accuracy and facilitating high-quality data collection.
- Enter data onto various databases with consistency and accuracy.

- Provide data and analysis support for the priority development areas of work/systemic gaps, e.g. perpetrator and victim voice strategy; responding effectively to Black, Asian and racially minoritised groups; responding effectively to LGBT+ groups

- Be a confident communicator, with the ability to convey complex messages in a way that nonexpert 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 data 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 Data Analyst and Data Team Manager to develop cross data set working and awareness with other members of the REA team.

- Work closely with the internal teams to ensure data analysis and outcomes are linked to best practice recommendations (which are fed in to the reports) and ensure all reports, messages and outputs are aligned with SafeLives practice messages and best practice.

- Contribute to analysis and drafting of policy, practice and research briefings and other communications, drawing on SafeLives' national and programme datasets to influence the public policy agenda and standards of good practice.

- 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.

- Support the scoping, design and development of new data and analysis projects to support SafeLives' new strategy and future programmes.

- 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 calls to the office, Pioneer interaction, 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 delivering quantitative research, in particular of managing, analysing and drawing meaning from large data sets.
- 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 Work, Microsoft Excel, Microsoft PowerPoint, and Microsoft Outlook.
- Excellent communication and relationship management

Skills/experience: desirable
- Experience of managing and maintaining a Case Management System
- 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. SPSS.
- Experience of using SNAP survey software or similar.
- Experience of using qualitative research techniques.
- Experience of using innovative ways of visualising data and creating engaging dashboards to showcase information.

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 high risk victims of domestic abuse, and young victims in particular.
- 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.
- Demonstrates innovation, creative working practices and technologies to improve own ways of working.
- Doesn't shy away from a challenge.

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 and respects the views of others.
- Flexibility when working in an organisation responding to an ever shifting and challenging sectoral landscape.
- Resilience, a sense of humour and positivity when working in an emotive and intense subject area on a daily basis.

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.