



Practice Consultant

- Reports to** Senior Practice Consultant
- Hours** Will consider full time and part time
- Salary** £38,145.17- £39,632.84
- Contract** Fixed Term until June 2025 (with possibility of extension)
- Location** Remote based (with travel across UK)

Benefits		
34 days holiday inc public holidays	Flexible working eg compressed hours	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
Enhanced Family leave Policies	Enhanced Sick pay	Professional Development Fund
Individual learning budget	Restorative Practice Training	Time Off In Lieu

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 25,000 professionals working on the frontline received our training. Over 79,000 adults at risk of serious harm or murder and more than 99,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last seven years, almost 5,000 perpetrators have been challenged and supported to change by interventions we created with partners, making nearly 15,000 adult and child victims of their abuse safer.

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 Consultants 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.

In order to complement our existing expertise in the Practice team we would be particularly interested to hear from applicants with backgrounds in Domestic Abuse, Criminal Justice, Health and Social Work.

Position context

Practice Consultants work within the 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.
- Maintain an accurate and secure audit trail of all relevant communication and ensure that all work is compliant with data protection law.
- 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.
- Take responsibility for promoting and safeguarding the welfare of the children and/or adults at Risk and/or survivors of domestic abuse that they are responsible for, or comes into contact with in line with the SafeLives Safeguarding policies
- Undertake any other duties as may reasonably be required.

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 Goal orientation

- Supports the restructuring of activities to help SafeLives achieve its goals or deliver the strategic plan

- Pursues tasks/goals with energy, drive and need for completion.
- Pre-empts problems by seeking guidance or taking action on an issue, task or project within their role

Communication and relationship management

- Builds good relationships with a range of external agencies to improve service delivery and promote our training offer
- Negotiates in a way which ensures the excellent reputation of SafeLives is maintained whilst meeting the requirements of the Training ops plan and SafeLives' strategic aims
- Communicates professionally internally and externally

Self-management

- Plans and prioritises work effectively
- Is solution rather than problem focused
- Makes informed, good quality decisions where necessary

Innovation and creativity

- Identifies and shares best practice, and translates this into a practical application for SafeLives
- Looks for ways to improve current practice and our training offer
- Shares ideas and learning with others
- Logically considers whether different approaches are strong or weak

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.