

# Drive Partnership DAPO Triage IDVA

## Job Description

<b>Position:</b>	Drive DAPO Triage IDVA
<b>Reports to:</b>	DAPO Triage Team Leader
<b>Hours:</b>	15 hours per week, with funding for two years from the pilot start with a desire to extend this, based on securing additional funding.
<b>Salary:</b>	Point 31-34 £34,016 to £36,754. This is pro rated for part time so is £13,606.28 – £14,701.57 (a London Allowance will be applied to employees who live in London, plus 6% employers pension subject to an additional 2% contribution by the employee)
<b>Location:</b>	Manchester
<b>Travel:</b>	You will be required to travel when the role requires it
<b>Contract:</b>	Fixed term two years contract from the start of the pilot.
<b>Benefits:</b>	A generous package including 25 days holiday a year and public holidays, employee pension scheme with employer contribution, cycle to work scheme
<b>Interview dates:</b>	Successful shortlisted candidates will be offered an interview on one of the following dates: 24/25/26 Sept and 2/3/4th October

## About Respect

Respect is the UK charity stopping perpetrators of domestic abuse. We want a world where everyone is free from domestic abuse. Where it is never ok to control, harm or cause fear. Where those who perpetrate domestic abuse are stopped, held to account and given the chance to change. We will not stop, until domestic abuse stops.

Founded in 2000 by Jo Todd CBE, who is still at the helm, Respect was established to focus on perpetrators of domestic abuse, and this, including our vital work with young people who cause harm, remains our key priority. Alongside this work, we deliver expert support to male victims of domestic abuse. Everything we do is shaped and driven by our values: we are pioneering, collaborative, accountable, and respectful.

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

We would particularly welcome applications from individuals from a wide range of backgrounds and across all protected characteristics, particularly from people from the following under-represented groups:

- Black and minoritised people
- Disabled people

We always welcome and support applications from those who have personal experience of domestic abuse.

## About The Drive Partnership

The Drive Partnership, formed by Respect, Safe Lives 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 Triage IDVA will work as part of the Triage Team in their pilot area, reporting to the Triage Team Leader and working alongside the Triage Worker. They will be responsible for supporting and presenting the voice of the victims and their children in cases where the perpetrator has been referred to the team for an assessment of suitability for a Positive Requirement during an application for a DAPO.

They will be responsible for attempting to contact the victims to carry out the relevant safety checks, risk assessments and provide advocacy during the assessment stage and make onward referrals for further support for the victim. They will capture the voice of the victim as part of the overall assessment for a positive requirement and feed their views and any relevant information about risk or need into the overall recommendation. The IDVA's work and expertise will ensure that the risks and needs for both the Perpetrator and Victims/families are considered so that a co-ordinated and individual intervention plan can be created when appropriate and safe to apply as part of the DAPO.

[\\*Click for more detail on the model and staffing structure](#)

## Responsibilities:

1. Alongside the team lead and central Drive Partnership team establish the role and work of the Triage IDVA within the local DAPO pilot area.

2. Work alongside other members of the team particularly the Triage Workers for the duration of the pilot to provide safe and accountable recommendations to the agencies/ courts applying for the DAPOs making sure they are centred around victim voice, risk and needs.
3. Work closely with other professionals to ensure that risk management and safeguarding duties are effectively met.
4. Develop and maintain effective partnership working with agencies connected to their cases
5. Represent the service at operational multi-agency meetings, feeding back initiatives and outcomes to the team and contribute to the evaluation of the quality of interventions these services offer.
6. Be flexible and willing to work in all types of environments.
7. Ensure that all areas of risk and need relating to the perpetrators, victims and families in the cases are considered by all agencies and professionals connected to the case

### **Case Management**

1. Comply with children's and adult safeguarding ensuring that all working practices comply with the safeguarding framework.
2. Provide effective support based upon individual need to a caseload of clients
3. Work in multi-agency partnership with others for the purpose of advocating on behalf of clients
4. Make any appropriate onward referrals for support for the victim/family, ensuring that the victim also understands the DAPO process and represent the victim's voice in assessment.
5. Carry out assessments which are thorough and accountable, ensuring that the risks and needs of victims and families contribute to the final outcome.
6. Contribute to regular service reviews which include monitoring data, evaluations, intake and output policy, and practice and workload reviews for the whole team.
7. Respect and value the diversity of the community in which the Triage Team works in, providing a service that recognises the diverse needs of perpetrators, victims and their families.
8. The welfare and safety of children and young people is paramount, considered in every aspect of your work, address parenting needs where appropriate and taking action to safeguard children.
9. Attend monthly case management reviews with the Triage Team Leader
10. Attend clinical supervision.
11. Any other duties commensurate with the general level of the role and as directed by the Team Leader.

## Recording and Administration:

1. Ensure that case files and records are accurate and complete and are kept in compliance with Data Protection Act requirements.
2. To enter all the required information into the electronic case management system to enable tracking of client engagement, multi-agency working, onward referrals to other agencies and risk management.
3. Weekly maintenance and accurate and secure audit trail of all relevant communication.
4. Comply with the data protection and information sharing protocols agreed by partners.

## General:

1. Remain up-to-date and compliant with all relevant legislation connected to your work, including organisational procedures, policies and professional codes of conduct and practice guidance, in order to uphold standards of best practice.
2. Represent the Team at local meetings and deliver presentations if required.
3. Feed into the learning process via the Service to improve services to perpetrators of domestic abuse ensuring that the experiences of service users and other agencies inform this process.
4. Be confident to evidence reflective practice in all aspects of work.
5. Be committed to reviewing individual and team practice and undertake regular training.
6. Act with integrity and respect when interacting with other employees, agencies and individuals.
7. Competent in defensible decision making, recording and being held accountable
8. Show initiative in tackling issues within the service and in relation to other agencies.
9. Act as a champion for the implementation of the pilot programme in your area
10. Hold a full driving license, have access to a car and be able to travel across the pilot area as required.
11. Partake in evening and weekend work as required.
12. Adhere to the terms and conditions of employment agreed with (enter organisation), working within the policies of the organisation.
13. Undertake any additional duties as may be reasonably required and requested from time to time by (enter organisation) or project funders.

## Person Specification:

The post holder will have a demonstrable track record as an accredited IDVA with experience of working complex cases within a multi-agency environment and have been part of implanting multi-agency plans to reduce risk and harm to victims and families who have suffered Domestic Abuse.

### **Experience: Essential**

1. At least 3 years' experience of working as an accredited IDVA in a multi-agency environment and working with other professionals/agency to manage risk and safeguard vulnerable adults and children
2. Experience of delivering safe and effective interventions with victims of abuse across different risk and needs groups.
3. Participation in multi-agency meetings addressing the safeguarding of Children and Adults e.g. Child protection, vulnerable adults, MARAC, MAPPA
4. Direct work with vulnerable service users with a variety of complex needs such as Substance Misuse, Mental Health or Homelessness.
5. Worked with service users with complex needs and/or challenging behaviour.
6. Managing and understanding safeguarding procedures.
7. Experience of carrying out thorough, detailed assessments including risk, safety planning, safeguarding and individual needs.
8. Writing and presenting information formally and informally, to a range of audiences.
9. Working within legislative frameworks and using this application to develop, influence and encourage partnership working.
10. Of using pro-social modelling and motivational interviewing.

### **Experience: Desirable**

1. Knowledge of perpetrator work and interventions.
2. Knowledge of the work of statutory and non-statutory agencies and their approaches in handling cases of Domestic Abuse
3. Knowledge of existing Domestic Abuse orders and how they are processed and delivered by Police, Courts and the Judiciary
4. An understanding of a data led approach to monitoring outcomes.
5. Experience working within domestic abuse service delivery, child protection and / or safeguarding.
6. An understanding of the relevant agencies in the local pilot site and their work with service users.

### **Personal attributes**

5. Excellent communication skills (both written and oral) and the ability to communicate effectively with different audiences.
6. 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.
7. Belief in the propensity for perpetrators to change their behaviour.
8. A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector.
9. Proactive, self-motivated and self-reflective, with a positive response to challenging situations and the ability to make effective use of support and supervision.

