

Drive Partnership DAPO Triage Worker

Job Description

Position:	Drive DAPO Triage Worker
Reports to:	DAPO Triage Team Leader
Hours:	37.5 hours per week, 5 days per week, with funding for a 2 year fixed term contract from the pilot start.
Salary:	Point 31-34 £34,016 to £36,754 (a London Allowance will be applied to employees who live in London, plus 6% employer's pension subject to an additional 2% contribution by the employee).
Location:	Manchester - Hybrid Office/Home working.
Travel:	You will be required to travel when the role requires it
Contract:	Fixed Term -2 Year Pilot
Benefits:	A generous package including 25 days holiday a year and public holidays, employee pension scheme with employer contribution.

Interview dates: 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 a pioneering UK domestic abuse charity, leading the development of safe, effective work with perpetrators, with young people who are abusive and with male victims. Respect supports frontline organisations across the UK, so that together we can end domestic abuse. Respect has seen rapid growth over the last few years, and we now have 530+ staff and have ambitious plans for further growth and influence. This role is based within the Drive Partnership and is part of the pilot for the roll out of the positive requirement element of the DAPO's.

We 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 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.

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, mandated by Court to address issues or needs related to factors that are not the causation of abuse but impact on risk. These could include engaging with Mental Health services, Substance Misuse services or attending a Perpetrator-Focused Domestic Abuse behaviour change programme.

We were commissioned by the Home Office to design a triage model that will assess individuals for the suitability of these interventions, The triage model will be rolled out in the pilot sites which are going live in November 2025 for two years and will be tested and evaluated in order to prepare for national roll out in 2026.

Purpose of the Role

The Triage Worker sits within the Triage Team in the pilot area, working alongside the Triage IDVA. The Triage Worker will focus on all aspects of the case relating to the Perpetrator 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.

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

Responsibilities:

1. Establish the role and work of the Triage Worker within the DAPO framework locally.
2. Work alongside other members of the team for the duration of the pilot to provide safe and accountable recommendations to the Agencies applying for the DAPOs.
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 & professionals' 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. Manage a caseload from initial assessment through to closure as dictated by the outcome of the assessment and any application of a DAPO, by continuing to liaise with agencies involved in delivering a Positive Requirement
3. Carry out assessments which are thorough and accountable, ensuring that the risks and needs of the perpetrators, victims and families contribute to the final outcome.
4. Attend monthly case management reviews with the Triage Team Leader
5. Attend clinical supervision.
Any other duties commensurate with the general level of the role and as directed by the Team Leader.
Ensure that case files and records are complete, accurate and in compliance with the Data Protection Act and Local Information Sharing requirements.

Direct work with Perpetrators:

1. When appropriate, the Triage Worker will be required to work directly with the Perpetrator to gather information for the safe assessment of suitability for relevant Positive Requirements.
2. In working directly with a Perpetrator, the Triage Worker should ensure that they should attempt to motivate them to address any needs they may have which contribute to the risk they pose to others or act as a barrier for them in addressing that risk e.g., Substance Misuse, Mental Health.

3. Ensure that the Perpetrator fully understands the aspect of Positive Requirements within a DAPO as well as the wider aspects of the Order in relation to Prohibitions and Breaches
4. Undertake assessment of risk, needs and behaviours of the individual to inform the final recommendation of the Triage Team,
5. Work closely with the IDVAs supporting the victim and families to inform the assessment.
6. Ensure that risk assessment and risk management procedures are followed at all times.
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.

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. Hold a full driving license, have access to a car and be able to travel across the pilot area as required.
8. Partake in evening and weekend work as required.
9. Adhere to the terms and conditions of employment agreed with Respect UK, working within the policies of the organisation.
10. Undertake any additional duties as may be reasonably required and requested from time to time by Respect UK or project funders.

Person Specification:

The post holder will have a demonstrable track record in complex case management and working as part of a multi-disciplinary team. They should have worked on cases involving Domestic Abuse and been part of implanting multi-agency plans to reduce risk and harm to victims and families who have suffered Domestic Abuse. Experience of working with Perpetrators of Domestic Abuse or a good knowledge of Perpetrator-focused work is desirable.

Experience:

	Essential	Desirable
At least 3 years' experience of working on complex cases in a multi-agency environment and working with other professionals/agency to manage risk and safeguard vulnerable adults and children.	X	
Participation in multi-agency meetings addressing the safeguarding of Children and Adults e.g. Child protection, vulnerable adults, MARAC, MAPPA	X	

Direct work with vulnerable service users with a variety of complex needs such as Substance Misuse, Mental Health or Homelessness.	X	
Experience of carrying out thorough, detailed assessments including risk, safeguarding and individual needs.	X	
Evidence of keeping reliable and timely reporting and meeting deadlines	X	
Of using pro-social modelling and motivational interviewing with service users, including those with challenging behaviours.	X	
Working within legislative frameworks and using this application to develop, influence and encourage partnership working.	X	
Experience of working directly with either perpetrators or victims of Domestic Abuse.		X
Have a detailed understanding of Perpetrator work including appropriate interventions, risk assessment, risk management and comprehensive safety planning.		x
Knowledge of the work of statutory and non-statutory agencies and their approaches in handling cases of Domestic Abuse		x
Knowledge of existing Domestic Abuse orders and how they are processed and delivered by Police, Courts and the Judiciary		x
Experience working within domestic abuse service delivery, child protection and / or safeguarding		x
A knowledge and understanding of the needs of victims of domestic abuse and the evaluation of current and future risk		x
An understanding of the relevant agencies in the local pilot site and their work with service users.		x

Personal attributes

1. Excellent communication skills (both written and oral) and the ability to communicate effectively with different audiences.
2. The ability to manage a complex workload, across multiple geographic areas, and effectively meet reporting deadlines and the needs of a wide range of stakeholders.
3. Belief in the propensity for perpetrators to change their behaviour
4. A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector.
5. Proactive, self-motivated and self-reflective, with a positive response to challenging situations and the ability to make effective use of support and supervision.