Practice Consultant

Reports to	Senior Practice Consultant
Hours	Full-time, 37.5 hours per week
Salary	£39,289.53 - £40,821.83 per annum, FTE (Band G)
Contract	Permanent
Location	Remote (with occasional travel across UK)
Benefits	A generous package including 34 days holiday per year including public holidays, pension scheme with 4% employer contribution, Cycle2Work scheme, 365 days a year Employee Assistance Programme, enhanced family leave policies, paid annual wellbeing day, eye care voucher, length of service award.

Who are we?

We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone, 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, we delivered more than 700 sessions to over 15,000 learners across the UK in policing, health, housing, justice, education and the specialist sector. And we have reached 90,000 adult and 100,000 child survivors through programmes designed and delivered with partners.

In the last 9 years, close to 7,000 perpetrators have been challenged and supported to change through flagship interventions developed by our Drive Partnership and the programme continues to expand year on year.

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

Values and Competencies

Human	**Teamwork & Collaboration:** Embraces teamwork as a meaningful way to work effectively, support one another, and achieve shared goals.
	Communication & relationship Management: Builds and maintains meaningful internal and external relationships. Uses communication tools effectively to listen, engage, and influence.
	Management & decision Making (Line Managers): Supports the professional growth, wellbeing, and motivation of a highly skilled and cohesive team.
Rigorous	**Organisational Awareness:** Demonstrates a level of domestic abuse awareness and expertise appropriate to the role, fully understanding how daily tasks align with SafeLives' strategic goals.
	Delivering Quality:

	Achieves objectives to a high standard, approaching work with focus, innovation, and creativity.
Brave	**Influence:** Empowers others to be the best they can be, inspires confidence and trust, and remains visible, approachable, and open to positive change.
Inclusive	**Equity and Respect:** Treats everyone with dignity, fairness, and compassion, deeply valuing diverse backgrounds, perspectives, and lived experiences. Promotes anti-racist, inclusive practices and creates an environment where people feel respected and supported. Listens to authentic voices and ensures different perspectives inform decision-making.

Purpose

This role offers a unique opportunity to influence systems and services across the domestic abuse and related sectors at a national level and improve provision for victims, survivors and families.

As a Practice Consultant, you will work with colleagues and managers within the SafeLives Practice Team delivering SafeLives' strategic objectives through practice development, quality assurance, service improvement, accreditation, partnership working and sector leadership. You will build trusted relationships with services, commissioners, partners and survivors across the UK, acting as a critical friend to local areas and organisations and supporting the delivery of effective, coordinated responses to domestic abuse and safeguarding issues. Your aim will be to ensure systems are supported to improve outcomes for victims, survivors, children and families.

Some of the role will involve leading and developing the Leading Lights Accreditation Programme, ensuring it continues to drive excellence, innovation and continuous improvement across the sector.

Position context

The Practice Team is central to SafeLives' ambition to transform the response to domestic abuse and improve outcomes for all those affected. Through quality assurance, practice development, accreditation, system improvement, sector support and partnership working, the team supports organisations and local areas to strengthen services and improve the experiences of victims, survivors and their families.

The Leading Lights Accreditation Programme forms an important part of this portfolio. The postholder will oversee accreditation activity whilst ensuring it remains integrated within wider practice improvement, learning and quality assurance work across the organisation

Practice Consultants work across a broad portfolio of activity, supporting organisations and systems to identify strengths, address challenges and implement effective, sustainable change.
The role combines strategic thinking with hands-on practice development, using data, survivor voice and evidence-informed approaches to improve service delivery.

Responsibilities

Practice Development, Quality Assurance and Service Accreditation:

- Support the delivery of SafeLives' strategic priorities through practice development, quality assurance and service improvement activity.
- Provide advice, challenge and support to organisations and partnerships to strengthen responses to domestic abuse and safeguarding.
- Conduct reviews, assessments and improvement activity, analysing data and practice to identify strengths, risks and opportunities for development.

- Produce reports, recommendations and practical resources to support effective practice and continuous improvement.
- Facilitate learning, share best practice and promote innovative approaches that improve outcomes for victims, survivors, children and families.
- Support the delivery and ongoing development of the Leading Lights Accreditation Programme.
- Manage the accreditation process, including moderation, decision-making and feedback.
- Ensure accreditation standards remain evidence-based, relevant and aligned with best practice.
- Build and maintain relationships with frontline support organisations.
- Share learning and best practice from accredited services and contribute to the future development of the programme.
- Support governance, reporting and evaluation associated with accreditation activity.

Survivor Voice and Partnership Working:

- Ensure survivor voice and trauma-informed practice are embedded across all areas of work.
- Work collaboratively with survivors, services, commissioners and partner agencies to inform service development and organisational learning.
- Build and maintain effective relationships and networks across the statutory, voluntary and specialist sectors.
- Represent SafeLives externally and contribute to influencing policy, practice and system improvement.

Project and Organisational Responsibilities:

- Manage projects and workstreams, ensuring delivery against agreed objectives, timescales and outcomes.
- Monitor progress, identify risks and contribute to organisational planning and reporting.
- Maintain accurate records and comply with organisational policies, including safeguarding, information governance and data protection.
- Promote equality, diversity and inclusion in all areas of work.
- Undertake any other duties commensurate with the level and responsibilities of the role.

Person specification

Knowledge and Experience

Essential

- Experience working within the domestic abuse, safeguarding or related sectors.
- Experience of supporting organisational development, service improvement or system change.
- Experience of quality assurance, evaluation, accreditation, inspection or review processes.
- Strong understanding of the challenges and opportunities within domestic abuse service provision and multi-agency working.
- Experience of building productive relationships with a wide range of stakeholders, including statutory, voluntary and community organisations.
- Experience of facilitating learning, improvement and change across organisations or partnerships.
- Experience of analysing and interpreting qualitative and quantitative information.
- Experience of producing high-quality reports, recommendations and written outputs.
- Experience of project management and delivering work to agreed timescales.
- Experience of working independently whilst contributing within a team environment.

Skills and Abilities

Essential

- Ability to influence, support and constructively challenge a wide range of stakeholders.
- Excellent communication and interpersonal skills.
- Strong analytical and problem-solving skills.

- Ability to translate complex information into practical recommendations and actions.
- Ability to manage competing priorities across multiple projects.
- Strong facilitation, presentation and relationship-building skills.
- Ability to work strategically while maintaining attention to operational detail.
- Commitment to evidence-informed, survivor-centred and trauma-informed practice.

Personal Qualities

Essential

- Passionate about improving outcomes for victims, survivors, children and families.
- Collaborative and inclusive approach to working with others.
- Self-motivated, proactive and adaptable.
- Committed to continuous learning and improvement.

Other Requirements

- Willingness and ability to travel throughout the UK, including some overnight stays where required.
- Commitment to safeguarding, equality, diversity and inclusion.

We are most interested in finding the best candidate for the job. If you do not meet 100% of the points listed but believe you would be a good fit for the role, we encourage you to apply.

Equality and Inclusion

SafeLives is committed to providing equal opportunities for all, irrespective of age, disability, race, sex, religion/belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy/maternity and working patterns. We are keen to have staff that appropriately represent 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/ People and Culture.