

Respect Young People's Service (RYPS)

Merseyside Regional Lead: Child to Parent Abuse

Job Description

Location: Home-based in Merseyside or neighbouring areas with regular travel to project sites within Merseyside. Occasional travel to Respect's offices as necessary: Floor 2, Voluntary Action Islington, 200A Pentonville Road, London, N1 9JP.

Responsible to: Head of Service: Respect Young People's Service (RYPS).

Salary: £43,137 (point 42 on Respect's scale, related to the NJC scale); plus 6% pension contribution

Hours: Full time – 35 hours per week.

About Respect:

Respect is a pioneering UK membership organisation in the domestic abuse sector. Founded in 2000, we have built our expertise over the last 21 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

Our vision

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.

Our mission

Respect, Floor 2, Voluntary Action Islington, 200A Pentonville Road, London, N1 9JP.
Email: info@respect.uk.net / Website: www.respect.uk.net
Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. With innovative practice, robust research, and quality data, we build evidence of what works, promote safe, effective practice and drive high standards. We use our voice, in collaboration with others, to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Our Focus

Respect was founded to focus on perpetrators of domestic abuse and this, including our vital work with young people who cause harm, will remain our key priority. Our work with male victims will continue as an important, distinct, project.

Our Values

Pioneering

We explore innovative ideas and develop new approaches with curiosity and rigour.

Collaborative

We work in partnership with our members, partners and allies to bring about individual, societal and systems change.

Accountable

We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.

Respectful

We live up to our name. We are committed to equity, diversity and inclusion in all that we do. We are honest, compassionate and boldly challenge injustice.

About The Respect Young People's Service (RYPS)

The Respect Young People's Service (RYPS) provides high quality, training, consultation and support for practitioners working with young people who harm. They create innovative, evidence based intervention to promote behaviour change and reduce the risk of harm. There are 2 main branches of the work: young people who harm parents or carers and young people who harm in intimate relationship abuse

Respect, Floor 2, Voluntary Action Islington, 200A Pentonville Road, London, N1 9JP.

Email: info@respect.uk.net / Website: www.respect.uk.net

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

About the role:

This is an exciting and innovative opportunity for a dynamic and inspirational lead to galvanise the response to CAPVA (Child or adolescent to parent violence or abuse) within the Merseyside area. This is a second tier role which involves coordinating, training and supporting professionals to recognise and respond to CAPVA. The postholder will be engaging with a variety of professionals who work across services dedicated to children and young people including health, education, early help and children's services.

The aim of the role is to remove the barriers families face in accessing support by ensuring that staff in universal services can recognise and respond to CAPVA. Working to reduce the stigma and shame associated with CAPVA and ensuring that parents can reach out in confidence that they will be listened to and supported.

The role involves mapping and coordinating current CAPVA intervention to identify systemic gaps in provision. The post holder will be responsible for developing and building a delivery plan focusing on identified gaps, building on current provision and providing training in identified areas of need. They will need to bring together the insights of service users, practitioners, specialist organisations and researchers to build solutions.

Extensive CAPVA knowledge is not required as full training will be given. A background of working with young people who harm and training experience is essential as is a non judgemental approach.

We welcome applications from people from a wide range of backgrounds and across all protected characteristics¹, particularly people from the following under-represented groups on our staff team:

- Black and minoritised people
- Disabled people

We would also warmly welcome an informal chat about the role if you are interested but unsure whether you meet the requirements or would be suitable.

¹ A list of protected characteristics can be found [here](#).

Respect, Floor 2, Voluntary Action Islington, 200A Pentonville Road, London, N1 9JP.

Email: info@respect.uk.net / Website: www.respect.uk.net

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

Main Tasks:

- Map existing CAPVA provision and available referral pathways in Merseyside.
- Build relationships with key statutory and voluntary agencies
- Lead the planning and execution of the CAPVA project in Merseyside, ensuring new systems, processes, and initiatives are effectively integrated across the borough.
- Design and develop a comprehensive training needs assessment to inform the training program using a variety of methods to meet the need of services and families in Merseyside
- Conduct training sessions using diverse methods (in-person, virtual, workshops) to effectively transfer knowledge and skills.
- Develop high-quality training materials, including manuals, e-learning modules, and multimedia resources
- Deliver CAPVA awareness training to service managers and practitioners working with families and young people
- Set up a CAPVA multi agency steering group
- Work with local organisations and service users to identify need and co-develop plans for services
- Train identified practitioners to deliver Respect Young People's Programme (training will be given).
- Support practitioners delivering CAPVA intervention with casework enquiries
- Support services to address barriers to engagement and improve inclusivity
- Generate detailed reports on training activities, implementation progress, and impact on performance metrics for funders.

Self-development

- Acting in a professional manner whilst at work including when representing Respect
- Maximising own personal development by positively contributing to induction, supervision, training, appraisal, and team meetings (as appropriate)
- Undertaking training as directed by management and identifying own training needs in consultation with line management and taking steps to ensure these are met
- Conducting all work in a way that reflects the aims and principles of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Carrying out any other duties as commensurate with this role

Respect, Floor 2, Voluntary Action Islington, 200A Pentonville Road, London, N1 9JP.

Email: info@respect.uk.net / Website: www.respect.uk.net

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

Please see below for Person Specification.

Knowledge, Skills and Experience:		Essential	Desirable
1	Knowledge and experience of working with CAPVA and an understanding of its causation		x
2	Previous experience in training or teaching.	x	
3	Knowledge and experience of creating engaging and accessible training content.	X	
4	A track record of driving service quality improvement, ideally in relation to domestic abuse, safeguarding or family support	X	
5	Experience of motivating behaviour change through direct service delivery, and/ or training.	X	
6	Experience of project planning and execution, reporting on progress, managing project risks and ensuring achievement of objectives	X	
7.	Experience of providing practical support and oversight to practitioners working directly to young people.	X	
8	Excellent written and verbal communication skills, including report writing/input and presenting to a range of different audiences	X	
9	Ability to work on own initiative and build momentum to meet objectives in a complex, changing environment	X	
10	Demonstrable experience of working with young people who are trauma experienced		x
11	Knowledge and experience of working with young people who are neurodivergent.		x
12	A thorough understanding of domestic abuse, its gendered dynamics, causes and impacts on survivors.		X
13	Knowledge of safe, effective interventions with young people who harm.	x	
APPROACH			

Respect, Floor 2, Voluntary Action Islington, 200A Pentonville Road, London, NI 9JP.

Email: info@respect.uk.net / Website: www.respect.uk.net

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

12	Ability to demonstrate a commitment to and understanding of the values, aims and objectives of Respect	X	
13	Commitment to anti-discriminatory practice and equal opportunities	X	
14	Willingness to travel regularly and work occasional weekends and evenings as required.	X	
OTHER			
15	A Full Driving Licence and access to own transport are essential to the post due to the peripatetic nature of the role.	X	
16	Location in or close to Merseyside and a good understanding of the local statutory and voluntary sector contexts.	X	

Please send completed application forms to:
operations@respect.org.uk