



Ending domestic abuse

Domestic Abuse Court Advocacy Accreditation Lead (Scotland)

Reports to	Head of Scotland
Hours	37.5 hours per week
Salary	£36,500-£39,500 per annum
Contract	Permanent
Location	Remote in Scotland (with regular travel across Scotland and occasionally the rest of the UK)
Benefits	A generous package including 25 days holiday a year and public holidays, employee pension scheme with 4% employer contribution, Cycle2Workwork scheme, 365 days a year Employee Assistance Programme

About SafeLives

We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone and for good.

Last year alone, 14,000 professionals received our training. Over 80,000 adults at risk of serious harm or murder and more than 100,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last six years, over 4,000 perpetrators have been challenged and supported to change by interventions we created with partners, and that's just the start.

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

Role Summary

In 2022, SafeLives and ASSIST began the Domestic Abuse Court Advocacy project, contributing to priorities 2 and 4 of the Scottish Government's Victim Centred Approach Fund (VCAF), to provide a consistent and effective approach to court advocacy that ensures victims of domestic abuse have a safe and informed journey through the criminal justice system. The project aims to build consistency in how domestic abuse court advocacy provision is delivered across Scotland via creation of Domestic Abuse Court Advocacy (DACA) Standards, establishment of an accreditation framework for DACA services, and delivery of a new SQA-accredited training block on specialist domestic abuse court advocacy.

To date, via broad stakeholder engagement, academic research and consultation with survivors of domestic abuse, the project team have created Domestic Abuse Court Advocacy standards for Scotland. In its second and third year, the DACA project will establish and roll out an accreditation and mentoring framework for domestic abuse services across Scotland that provide court advocacy to their clients, and design and deliver a new block of the well-established Idaa training block, in partnership with ASSIST and Scottish Women's Aid.

Working collaboratively with a wide range of stakeholders and in partnership with an expert practitioner from ASSIST, you will shape and guide work to develop the evidence base for the accreditation process and pilot the new accreditation framework with frontline services. You will also be involved in design, development and delivery of the new training module on domestic abuse court advocacy, which will enhance the existing Independent Domestic Abuse Advocacy (Idaa) training course.

You will engage and consult with domestic abuse court advocacy providers, domestic abuse services, criminal and civil justice partners and victims and survivors (including through our Authentic Voice panel). This work will also entail working closely with Idaa delivery partners at ASSIST and Scottish Women's Aid, the Scottish Qualifications Authority, and academic partners as well as colleagues from within SafeLives. The objective of your work will be to create a robust training and accreditation process for domestic abuse court advocacy that is strengths-based, evidence-led and survivor-informed.

The work is also linked to a broader set of work across the Violence Against Women and Girls (VAWG) sector in Scotland that seeks to galvanise whole system improvement for those experiencing domestic abuse. The role is also closely aligned to SafeLives' Whole Picture Strategy, and our 'everybody's business' messaging.

Key duties and responsibilities

You will scope, plan and lead the activity we have been funded for, to build and pilot a robust accreditation framework that evidences best-practice service standards and training for DA court advocacy providers. This will include establishing and working with a steering group to oversee the programme, and an accreditation panel to support implementation.

You will manage extensive engagement activities with multiple stakeholders from within and beyond the VAWG sector and the criminal justice system. This includes creative engagement with survivors to ensure that lived experience continues to be embedded throughout the process in line with SafeLives' Authentic Voice strategy. Likewise, in following SafeLives' Equity Equality Diversity and Inclusion (EEDI) strategy, you will reach out widely to reflect a variety of perspectives, experiences and expertise in your work.

You will guide, support and oversee the work of numerous colleagues and partners, internally and externally. You will work collaboratively to interpret findings, create tools/materials, and build the accreditation and assessment frameworks for the overall programme.

You will also support work to create and apply monitoring and evaluation principles. This will include engagement with Research, Evaluation and Analysis (REA) colleagues to ensure evaluation of the DACA standards, accreditation and training is robust and effective.

You will interpret the learning from engagement and review work to build a robust accreditation process for services, that has long-term impact and benefits for victims of domestic abuse in the criminal justice process. This activity will entail working with external providers, including the Scottish Qualifications Authority (SQA).

Day-to-day you will work closely alongside our subject matter expert partner, ASSIST.

Together, you will collaborate to build, test and refine a comprehensive quality assurance model for DA Court advocacy that is strengths-based, evidence-led and survivor-informed.

You will ensure that all tools and resources are tailored and accessible to frontline services in Scotland.

You will record and share your work through written reports and you will attend and deliver events/workshops to promote the programme and share learning with a broad range of stakeholders and audiences.

You will be responsible for reporting back to the Scottish Government on activity and will support the Head of SafeLives Scotland to ensure that the programme is delivered on time, within budget and to an excellent standard.

You will support with emerging activity relevant to the programme and/or our strategic intent and undertake any other duties as may be reasonably required.

You will be an active member of the Scottish team, which includes Multi-Agency Leads, Training Lead and Engagement Lead. You will also engage with others across the whole organisation and UK-wide (including Associates, AV panel, Pioneers and Scottish Advisory Group), to support and contribute to a shared vision to end domestic abuse.

Person specification

Experience:

- Practical engagement with both service providers and users, ideally within a Violence Against Women and Girls (VAWG), or closely related, setting.
- Embedding quality principles and research within service delivery and/or learning and development activity.
- Leading a demanding structured workplan and guiding/overseeing the work of others (internal and external to the organisation).
- Developing and maintaining effective relationships with a wide range of stakeholders at local and national level.
- Presenting information (verbal, digitally, written) skilfully to share good practice and to influence change.
- Creating and applying robust accreditation or quality assurance tools (e.g. service standards, evaluation frameworks, training resources, assessment tools) would be advantageous.
- Holding the Independent DA Advocacy (Idaa) professional development award (PDA) would be advantageous.

Knowledge and Understanding:

- An understanding of the gendered analysis of domestic abuse, the nuances of coercive control and its impact.
- An understanding of Scottish local and national policy (Equally Safe) as it relates to domestic abuse, including justice, public protection, and multi-agency/partnership working.
- Practical knowledge of safe, effective and empowering service provision for service users with complex needs and/or trauma.
- Practical knowledge of quality assurance frameworks and models.
- Familiarity with the Scottish criminal justice system, especially the court system, would be advantageous.
- Knowledge of trauma-informed practice and embedding lived experience would be advantageous.

Skills:

- Outstanding communication and interpersonal skills.
- Sound negotiation and influencing skills.
- Excellent networking skills and the ability to develop strong working relationships with stakeholders, service users and operational practitioners alike.
- Ability to interpret evidential findings and convey key trends.
- Skilled in writing complex and varied documents for diverse audiences.
- Ability to identify and implement good and safe practice through applying tools and resources that are strengths-based and user-friendly.
- Sound IT skills, including using digital tools for communication with a geographically dispersed team and sector.
- Ability and willingness to work independently, travel as required, manage own time and prioritise effectively whilst also working as part of a team.
- Project management expertise, including reporting on key operational and financial deliverables would be advantageous.

Key Competencies

Delivering quality

- Achieves objectives ensuring work is delivered to deadline, to a high standard and to budget
- Takes responsibility for own workload, acts on own initiative, seeks feedback from others, evaluates own performance and then acts upon it

- Tries out new ideas and ways of working and identifies and shares learning

Relationship management and communication

- Builds and maintains good relationships with a range of internal and external stakeholders
- Speaks and writes clearly and effectively and in a timely manner to both internal and external audiences
- Tailors communication to suit the audience

Teamwork and collaboration

- Works effectively as part of a team to deliver shared objectives and to build team spirit
- Supports colleagues in demanding situations, recognises the importance of well-being in self and others, accepts help and support from other team members
- Listens to the views of others

Influence

- Inspires confidence and trust in others – demonstrating high standards of integrity, honesty and fairness
- Is committed to empowering others to be the best that they can and actively engages the knowledge, ideas and contributions of others
- Is visible and approachable, taking time to talk to colleagues and support with queries

Goal orientation

- Demonstrates an understanding of how their own role contributes to achieving organisational and programme goals
- Is responsive to change which helps achieve goals
- Manages own and others performance to ensure timely deliverables to the required standard and clear accountability
- Pursues tasks/goals with energy, drive and need for completion

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 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 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.