



Ending domestic abuse

Domestic Abuse Court Advocacy Accreditation Lead (Scotland) - Maternity Cover, 12 months fixed term

Reports to	Head of Scotland
Hours	37.5 hours per week
Salary	£42,413.87 per annum
Contract	12 months fixed-term (maternity cover)
Location	Scotland (remote) with regular travel within Scotland and once or twice a year to the central office in Bristol
Benefits	A generous package including 25 days holiday per year plus public holidays, employee pension scheme with 4% employer contribution, Cycle2Work scheme, 365 days a year Employee Assistance Programme.

Who are we?

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.

Background to the Project

In 2022, SafeLives and ASSIST began the Domestic Abuse Court Advocacy project, funded by Scottish Government's Victim Centred Approach Fund (VCAF), to ultimately ensure more victims of domestic abuse have a safe and informed journey through the criminal justice system. Specifically, 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 Scottish Qualifications Authority (SQA)-accredited training block on specialist domestic abuse court advocacy.

Now in its fourth year, the project team have already created Domestic Abuse Court Advocacy standards for Scotland and developed accreditation and mentoring frameworks for domestic abuse services across Scotland that provide court advocacy to their clients. A new block of the well-established Independent Domestic Abuse Advocacy (Idaa) training block, in partnership with ASSIST and Scottish Women's Aid, has also been developed. More detail on the progress of the project to date can be explored on the website.

Where you come in

Working collaboratively with a wide range of stakeholders and in close partnership with a subject matter expert from ASSIST who has been involved in the DACA project from the beginning, you will begin the accreditation process in earnest. Using the new framework with frontline services you will take the project into its next stage.

You will engage and consult with domestic abuse court advocacy services, other domestic abuse services, criminal and civil justice partners, Scottish Government and victims and survivors (including the SafeLives 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, to ensure ongoing delivery of the additional Idaa training

relevant to DACA, as well as a wide range of colleagues within SafeLives and across Scotland, keeping the work of DACA high on the national agenda.

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' Finding What Works, Helping it Happen Strategy.

Key duties

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 work near-daily with the subject matter expert within ASSIST. You will also be an active member of the Scottish team, which includes Multi-Agency, Training and Engagement Leads. You will 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. 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.

Person specification

(E) essential
(D) desirable

Experience

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

Knowledge and Understanding

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

Skills

- Outstanding communication and interpersonal skills (E)
- Sound negotiation and influencing skills (E)
- Excellent networking skills and the ability to develop strong working relationships with stakeholders, service users and operational practitioners alike (E)
- Ability to interpret evidential findings and convey key trends (E)
- Skilled in writing complex and varied documents for diverse audiences (E)
- Ability to identify and implement good and safe practice through applying tools and resources that are strengths-based and user-friendly (E)
- Sound IT skills, including using digital tools for communication with a geographically dispersed team and sector (E)
- Ability and willingness to work independently including travel as required, managing own time and prioritise effectively (E)
- Ability to sense when issues need escalated to, and support is required of, your manager (E)

- Work well as part of a team (E)
- Project management expertise, including reporting on key operational and financial deliverables (D)

Key Competencies

All Essential (E)

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
- Can work through disagreement

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.