

DARE TRAINER/PRACTITIONER- FAMILIES FIRST PARTNERSHIP PROGRAMME

Application pack



**Hampton
Trust**

WELCOME FROM OUR CEO

Dear Applicant,

Thank you for your interest in the role of DARE Trainer for Families First Partnership Programme. We are delighted that you are considering joining us at such a pivotal moment for the Families First Partnership across Hampshire.

This is an exciting and highly influential position that sits at the heart of our ambition to strengthen how professionals identify, understand, and respond to harmful behaviours within families, with a particular emphasis on father-inclusive, risk-aware, and trauma-informed practice.

The DARE Trainer for the Families First Partnership Programme will support frontline teams across the Families First Partnership to confidently apply Domestic Abuse Routine Enquiry (DARE) approaches in everyday casework.

Drawing on practitioner experience of engaging individuals using harmful behaviours, the role focuses on practical, on-the-ground support. It includes delivering DARE training, modelling tools during co-located practice, and helping practitioners improve confidence when engaging individuals using harmful behaviours, particularly fathers.

This role is a unique opportunity promote father-inclusive, trauma-informed, risk-aware practice, helping practitioners strengthen assessment quality, use of DARE tools, and engagement with families.

We are looking for someone who is confident, reflective, and skilled in building strong relationships. Alongside technical expertise you will bring compassion, curiosity, and commitment to improving outcomes for families. If you are passionate about driving systemic change, developing practice, and supporting practitioners to grow in confidence and capability, then you will find this role both deeply rewarding and impactful.

This recruitment pack includes more information about the role, our organisation, and the impactful work we do. If you have any questions or would like an informal chat, please don't hesitate to contact us at jobs@hamptontrust.org.uk.

Just let us know your availability, and we'll arrange for someone to get in touch. We wish you the very best with your application and look forward to hearing from you.

Kind regards,

Chantal Hughes
CEO



ABOUT HAMPTON TRUST

At Hampton Trust, our vision is for everyone to live free from violence and abuse.

We are a leading provider of bold and innovative interventions, training, and education that help break the cycle of abuse.

Adopting a trauma-informed approach in everything we do, we create safe spaces for victims and hold to account those using harmful behaviour in order to foster understanding, drive behaviour change, and help rebuild lives. Our rehabilitative interventions are both community based as well as embedded within the criminal justice system.

Our primary objective is to prevent harmful behaviours from becoming entrenched and being passed down through generations by addressing the root cause of criminality. However, we know that we can't do this alone. Renowned for our track record in evidence-based and effective interventions and training, we work strategically with a range of local and national partners and policy makers to drive long-lasting transformative change within the system.

Our story

Hampton Trust was founded in 1996 and is named after Gene Hampton, who had been a well-respected Hampshire Magistrate, Chair of the Probation Committee and serving member of the National Parole Board.

At the time, a review undertaken by the Hampshire Association for the Care and Resettlement of Offenders and the Hampshire Care Trust had highlighted large areas of unmet need for the support of domestic abuse offenders and young people at risk. With setup funding provided by the Hampshire Probation Service, Hampshire and Isle of Wight Constabulary and Hampshire Social Services, Hampton Trust was established to bridge this gap.

Our key aims were to prevent young people entering the criminal justice system as well as to provide rehabilitative programmes to prevent reoffending. More than 25 years later, we remain true to these objectives, delivering a broad range of award-winning services with the aim to provide innovative solutions to rebuild lives and create safer communities.

OUR VALUES

Safety and trust

We are committed to ensuring safety is upheld in and outside the organisation. We are committed to building trusting relationships to create change and build safer communities.

Engagement and choice

We are committed to removing barriers to engagement and learning from each client interaction. We are committed to enabling individuals to make different choices by providing support and guidance to access pathways towards recovery and change.

Collaboration and innovation

We are committed to learning from collaboration with those in our service, staff, and partners to develop and share best practice. We are committed to creating an innovative workforce and providing services that are infused by a passion for learning and improvement.

Influence and inform

We are committed to working with individuals and with partners, networks and organisations who we can both learn from and influence. We are committed to developing an evidence base and being part of the conversation to influence and inform sustainable whole system change.

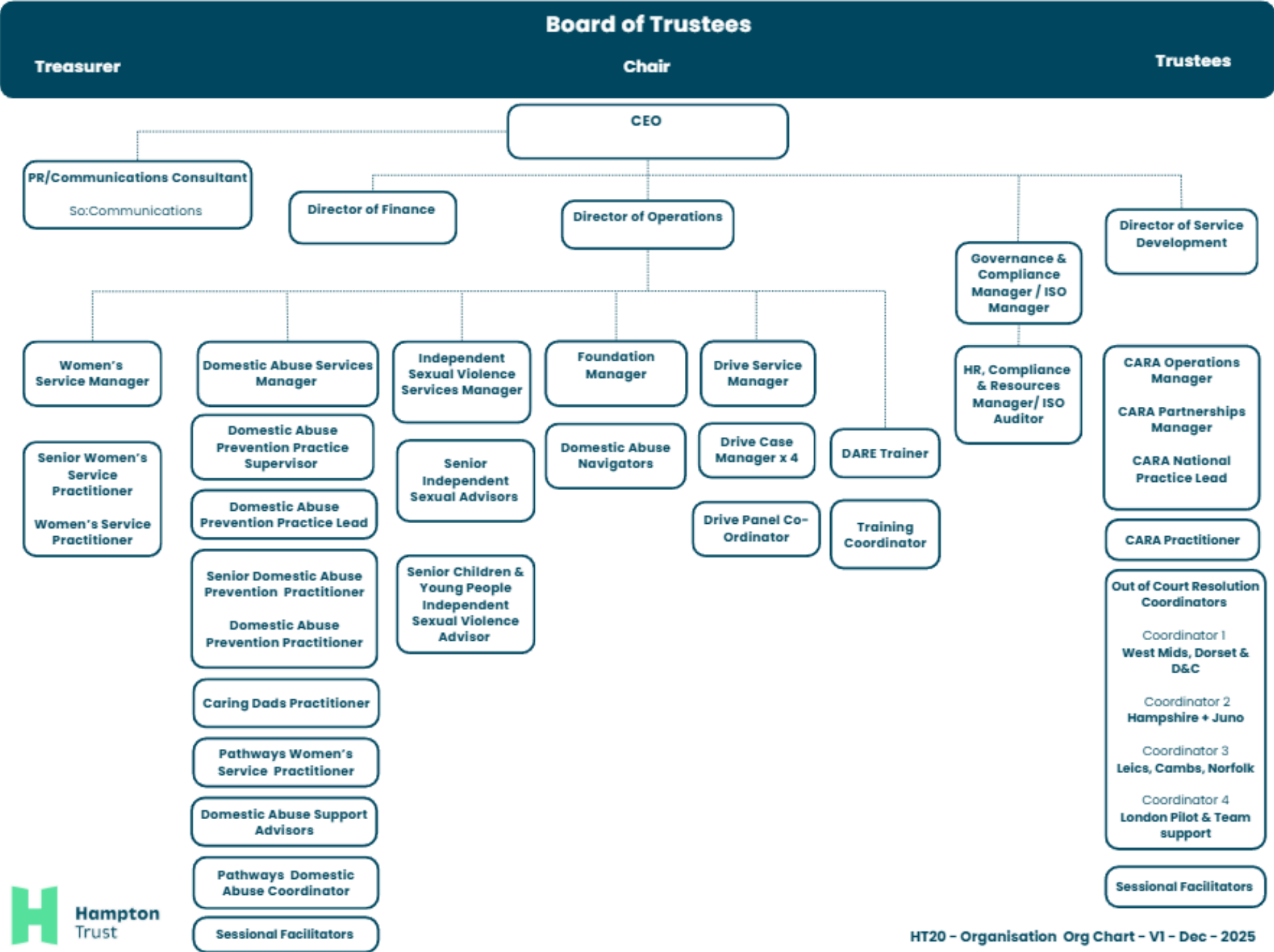
Inclusion and diversity

We are an equal opportunities employer and are proud to employ a workforce that reflects the diverse communities we serve. We aim to encourage a culture where people can be themselves and be valued for their strengths. We seek to attract and employ the best people from the widest talent pool, reflecting the diverse range of people we support.

Quality assurance

We are committed to robust quality standards across the organisation, upheld by external inspection.

ORGANISATION STRUCTURE



HAMPTON TRUST WORKFORCE DEVELOPMENT WITH HAMPSHIRE'S FAMILIES FIRST PARTNERSHIP PROGRAMME

Hampshire County Council is currently implementing the national Families First Partnership Programme to strengthen early help, multi-agency child protection, and family-led decision making.


Key Components:

- **Family Help:** Early Help Hubs, lead practitioners, and strengths-based Family Plans.
- **Multi-Agency Child Protection Teams (MACPTs):** Integrated teams with social work, police, health, and education professionals.
- **Family Group Decision Making (FGDM):** Coordinated using Family Plans with third-sector support.

Context:

Professionals working with families experiencing domestic abuse consistently report a lack of confidence when it comes to engaging individuals using harmful behaviours within the home. While many practitioners feel confident supporting victims and survivors, they often feel less equipped to engage perpetrators, which is frequently associated with fathers.

Historically, the role of the father has been viewed as peripheral or optional within family assessments and safeguarding processes. This has contributed to a pattern in which responsibility for keeping children safe is placed disproportionately on the mother. Such approaches reinforce barriers to engaging fathers and perpetuate a lack of father-inclusive practice. As a result, practitioners may struggle to hold the abusive parent accountable, inadvertently limiting opportunities for meaningful behaviour change and safer outcomes for families.



The Onus of change also commonly resides with victim/survivors rather than those causing harm because it is effective for those using harmful behaviours to blame the relationship (e.g. 'mutual' parental conflict or 'tit for tat'), masquerade as the victim, and/or minimise their attempts to control and terrorise. These strategies are effective because it persuades victims and children they are at fault, causes excessive noise and confusion for professionals, and discredits victim/survivor voices. This can incorrectly lower estimated risk levels because assessment methods such as the DASH were not designed to consistently measure coercive control or post separation abuse tactics.

Strengthening Families First Through DARE:

Hampton Trust Domestic Abuse Routine Enquiry (DARE) Toolkit complements Hampshire's Families First Partnership Programme by enhancing early identification and engagement of individuals using harmful behaviours, specifically fathers. Adopting DARE into practice contributes to a community-wide response to domestic abuse, consistent with Families First's multi-agency ethos. Aligning with Families First holistic approach, DARE embeds trauma-informed principles into practice. This supports the Family Help model and MACPTs by improving referral quality and reducing drop-out rates. DARE aligns with Families First key components in the following ways:

- **Family Help:** When developing family plans, DARE equips professionals to identify and engage individuals using harmful behaviours, including referrals to specialist services like Hampton Trust, ensuring early intervention and safety.
- **Multi-Agency Child Protection Teams (MACPT):** DARE supports multi-agency collaboration by providing professionals with skills and confidence to engage fathers using harmful behaviours. Adopting a DARE Aware approach creates a consistent, father-inclusive practice across agencies.
- **Family Group Decision Making (FGDM):** During family meetings, lead professionals can be assured that DARE Aware principles are embedded in family plans, strengthening safety and accountability.

DARE Enhances Father-Inclusive Practice in Social Work by:

- **Engaging Fathers Who Cause Harm:** Providing tools to hold fathers accountable while offering pathways to change.
- **Breaking Professional Barriers:** Tackling myths and unconscious bias that hinder engagement.
- **Motivational Interviewing & Cycle of Change:** Assisting professionals to support fathers towards behaviour change.

Delivery:

- DARE Toolkit in person 2 days training to 300 practitioners. Each trainee will receive a hard copy DARE Families First Partnership Programme Toolkit.
- Co-location of DARE Practitioners across the Family Help Teams to supporting frontline professionals in embedding DARE into the Families First Partnership Programme.
- Case Review/Consultation virtual and in person clinics.
- Champion Training – Bespoke additional training for identified DARE leads in teams. Training includes post-separation abuse, DARDR case reviews and additional bespoke training.

Outcomes include:

- DARE practice embedded in Family First Partnership Programme
- Pro-active engagement with individuals using harmful behaviours
- Father inclusive and risk-aware practice
- Early identification of harm
- Improved identification and assessment of risk
- Increased safety for children and victims/survivors

Summary

Offering Hampton Trust DARE workforce development training and practitioner support across the Families First Partnership Programme provides a transformative opportunity to shift professional practice and embed long-term cultural change. By equipping the workforce with the skills and confidence needed to engage safely and effectively with individuals using harmful behaviours, this approach creates a sustainable legacy that extends well beyond the initial 12-month delivery period.

Social Work Testimonials Following DARE Toolkit Training



The training gave a lot of information about the DARE approach, so it was good that the programme was spread over 3 weeks. Also, the trainer was obviously very passionate about DARE and was willing to answer every question fully.



The course was very well delivered by knowledgeable facilitators. There were plenty of opportunities for discussion and all points were delivered clearly. I would recommend this course.



It was clear and informative and so relevant to our roles. The breakout activities were really useful and I came away with a lot of ideas and information.



Very informative and useful for my role. Delivered well, engaging and interesting throughout.



It was clear and informative and completely relevant to my job role. I really enjoyed the discussions in the breakout rooms."



The training was very engaging, and it was really interesting to work with people from all different services and hear their views. The two Emma's were fab and made the training easy to understand and kept it interactive and engaging for everyone."

JOB DESCRIPTION

Job title:	Dare Trainer
Working hours:	37.5 hours per week - Willing to consider two part time roles
Salary:	Band 5 £30, 080 - £35,648
Delivery Sites:	Co-location sites across Hampshire
Contract:	12 months fixed term contract with potential for extensions subject to funding

Job context

Hampton Trust is a leading provider of bold and innovative interventions, training, and education that help break the cycle of abuse. Adopting a trauma-informed approach in everything we do, we create safe spaces for victims/survivors and hold perpetrators of domestic abuse to account to foster understanding, drive behaviour change, and help rebuild lives. Our rehabilitative interventions are both community-based as well as embedded within the criminal justice system.

Our primary objective is to prevent harmful behaviours from becoming entrenched and being passed down through generations by addressing the root cause of abusive and offending behaviour. Renowned for our track record in evidence-based and effective interventions and training, we work strategically with a range of local and national partners and policy makers to drive long-lasting transformative change within the system.

Job purpose

The DARE Trainer for the Families First Partnership Programme will support frontline teams across the Families First Partnership to confidently apply Domestic Abuse Routine Enquiry (DARE) approaches in everyday casework.

Drawing on practitioner experience of engaging individuals using harmful behaviours, the role focuses on practical, on-the-ground support. It includes delivering DARE training, modelling tools during co-located practice, and helping practitioners improve confidence when engaging individuals using harmful behaviours, particularly fathers.

The postholder will promote father-inclusive, trauma-informed, risk-aware practice, helping practitioners strengthen assessment quality, use of DARE tools, and engagement with families.

Duties and Responsibilities

Training and Workforce Support

- Deliver DARE training sessions to professionals across Hampshire's Families First Partnership Programme.
- Adapt training content to reflect identified learning needs within frontline teams.
- Provide follow-up coaching after training to reinforce skills and practical application.
- Support practitioners to understand the purpose, benefits, and expectations of DARE practice.

Co-located practice and skills modelling

- Work alongside frontline practitioners, demonstrating how to use DARE tools during real casework.
- Support staff to confidently complete routine enquiry, safe challenge, and father-inclusive conversations.
- Offer practical advice and real-time guidance when working with individuals using harmful behaviours.
- Help practitioners manage resistance, minimisation, and other behaviour change challenges.

Practice Support

- Facilitate small-group reflective practice sessions focused on DARE application and case complexity.
- Hold informal case discussion or drop-in clinics for practitioners seeking advice.
- Coach staff in motivational interviewing, the cycle of change, and trauma-informed engagement.
- Promote consistent, accountable approaches that avoid collusion and centre child safety.

Supporting Use of the DARE Toolkit

- Promote the use of the DARE Families First Partnership Programme Toolkit within everyday practice.
- Show practitioners how to apply prompts, tools, and assessment aids with families.
- Gather practitioner feedback and share insights with senior leads.
- Encourage consistent, father-inclusive, risk-aware recording and assessment.

Assessment & Planning Quality

- Support practitioners to recognise, analyse, and document harmful behaviours accurately in assessments.
- Encourage father-inclusive safety planning and accountability measures.
- Help improve the quality of referrals to services such as Pathways to Change.
- Contribute to reducing drop-out rates by supporting better engagement conversations.

Multi-Agency Support & Integrated Working

- Deliver structured reflective practice sessions and case consultation clinics.
- Support practitioners in managing resistance, minimisation, and complex harmful behaviour dynamics.
- Coach professionals in motivational interviewing and cycle-of-change approaches.
- Model DARE-aligned engagement techniques during co-located practice.

Monitoring, Learning & Continuous Improvement

- Strengthen recognition, analysis, and recording of harmful behaviours in assessments.
- Provide expert treatment viability assessments for Pathways to Change referrals.
- Improve the quality, consistency, and accountability of father-inclusive family plans.
- Reduce drop-out rates and strengthen referral pathways through targeted improvement activity.

Core Responsibilities

Health & safety

- Provide visible and proactive safety leadership in alignment with Hampton Trust's Health & Safety policies and safeguarding procedures.
- Actively participate in safety training and contribute to risk assessments.
- Use work equipment, personal protective equipment (PPE), substances, and safety devices appropriately and responsibly.

Equality & diversity

- Champion Hampton Trust's commitment to equality, diversity, and inclusion by fostering an open and inclusive culture for staff, partner agencies, and clients.
- Treat all individuals with respect, valuing their unique contributions and encouraging personal and professional growth.
- Demonstrate cultural awareness and sensitivity to diverse perspectives.
- Maintain a proactive and dedicated approach to promoting equality and diversity in all aspects of work

Information governance

- Comply with Hampton Trust's GDPR policies and procedures, ensuring the secure handling of financial and personal data within your control.
- Maintain strict confidentiality regarding all personal, sensitive, or private information related to clients, staff, and partner organisations.

Impact and participation

- Actively support the mission, values, and ethos of Hampton Trust, working collaboratively across teams and contributing to shared goals.
- Ensure all work processes comply with ISO 9001:2015 quality management system requirements.
- Engage fully as a member of the Domestic Abuse Services Team, communicating effectively and planning tailored approaches to support individual needs and promote positive change.
- Stay informed about developments within Hampton Trust and use your expertise to raise awareness of relevant issues with the CEO and Management Team.

Other

- Undertake additional duties as required, in line with the overall scope and responsibilities of the role, demonstrating flexibility and a commitment to organisational needs.
- Full & clean UK Driver's Licence, with access to vehicle and willingness to travel as required

Person Specification

Skills	Essential/Desirable
Motivational interviewing, safe challenge, behaviour change skills	E
Assess treatment viability for behaviour-change programmes	E
Support practitioners managing resistance/minimisation	E
Deliver high-quality training and reflective practice	E
Co-location coaching and modelling practice	E
Strong communication and multi-agency influence	E
Knowledge	Essential/Desirable
Domestic abuse dynamics and harmful behaviour patterns	E
Trauma-informed practice	E
Safeguarding and multi-agency processes	E
Father-inclusion principles and barriers	E
Motivational interviewing, cycle of change theory	E
QA, supervision, reflective practice frameworks	E
Experience	Essential/Desirable
Extensive experience working within domestic abuse, family support, safeguarding, behaviour-change or related fields	E
Proven experience in embedding practice frameworks, models, or tools across multi-agency settings	D
Experience delivering workforce development activity such as training, coaching, reflective practice, or consultation	E
Experience working directly with individuals using harmful behaviours, particularly fathers	E
Experience leading practice implementation or service transformation	d
Experience in multi-agency forums such as MARAC, MACPT, safeguarding meetings	E
Experience developing toolkits or practice resources	D
Experience in early help/family support/local authority systems	D
Involvement in large-scale practice transformation	D

Person Specification

Attitude & Values	Essential/Desirable
Collaborative and relational	E
Reflective and self-aware	E
Organised and strategic	E
Flexible and willing to co-locate with frontline teams	E
Other Requirements	Essential/Desirable
Willingness to work flexibly	E
Drivers License and access to car	E
Qualifications/Training	Essential/Desirable
Good standard of general education (e.g., GCSEs or equivalent)	E
Relevant degree or professional qualification- eg degree in social science, Diploma in Social Work or similar training.	D

BENEFITS OF WORKING WITH US

Equal Opportunities

We celebrate diversity and are committed to creating an inclusive environment for all employees. Our company believes that diversity of experience, perspectives, and backgrounds will lead to a better environment for our employees and a better product for our users and the communities we serve.

We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status or disability status. We stand against any form of workplace harassment based on race, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability.

Our commitment to diversity and inclusion is unwavering, and we continue to build a company that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be.

Development and Remuneration

We are committed to the development of our staff and there are plenty of opportunities for growth at Hampton Trust, our roles range from a Band 7 (entry level) to Band 1 (Chief Executive) and we offer continuous training to support you in your development.

Other Benefits

- Smart casual dress
- Contribution pension scheme – NEST with 3% company contribution.
- Free onsite parking at HT office
- 25 days annual leave – increasing to 3 days after 3 years and an additional 2 days after 5 years
- 8 Days Bank Holiday
- 3 additional days leave between Christmas and New Year
- Additional leave for your birthday
- £150 tax free birthday wellness gift
- Ongoing training and development
- Free flu jabs
- Access to free clinical supervision sessions

NEXT STEPS

If you feel you are the right candidate for this role we would **love** to hear from you.

Please complete our online application form by clicking the apply now button on the Hampton Trust website vacancy page.

Hampton Trust is committed to safeguarding and promoting the welfare of vulnerable adults, and expect all staff to share this commitment.

The successful applicant will be required to undertake appropriate safeguarding checks which includes an enhanced DBS check as well as providing proof of right to work in the UK.



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