Hampton Trust

The Drive Partnership

DRIVE CASE MANAGER

Application pack

A Partnership between:

Respect

SafeLives Ending domestic abuse

SOCIAL FINANCE

WELCOME FROM OUR CEO

Dear Applicant,

Thank you for your interest in the role of Drive Case Manager vacancy at Hampton Trust. This pack includes background information on the organisation and details of our work. Should you have any questions or would like an informal chat, please do not hesitate to contact us by emailing us at jobs@hamptontrust.org.uk. If you provide details of your availability, we will then arrange for someone to get in touch.

Hampton Trust is a leading domestic abuse charity with a focus on tackling the root cause of domestic abuse by engaging perpetrators to reflect on their behaviour. We pride ourselves on being innovators in our field, highlighting gaps and testing new approaches.

Our work includes early intervention programmes for children and young people, support for child and adult survivors of historic or current sexual violence, domestic abuse perpetrator interventions and rehabilitative programmes for different types of offenders in the criminal justice system. We also deliver a range of professional training.

Having delivered one of the original Drive pilot sites across West Sussex, followed by delivery in Dorset, we are delighted to be working with the Drive Partnership once again. The initial team will consist of a Drive Service Manager, 4 Drive Case Managers and a Drive Panel Co-ordinator with potential for future expansion

The aims and ethos of Drive align perfectly with Hampton Trust's range of domestic abuse services, which focus on supporting individuals who use harmful behaviours. Drive Case Workers will collaborate closely with our Domestic Abuse Navigators and Pathways Practitioners to ensure that individuals receive the most appropriate interventions and are managed safely and effectively within the community.

This is an exciting opportunity to join Hampton Trust and the Drive Programme.

Good luck with your application.

Kind regards,

Chantal

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 perpetrators 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 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.

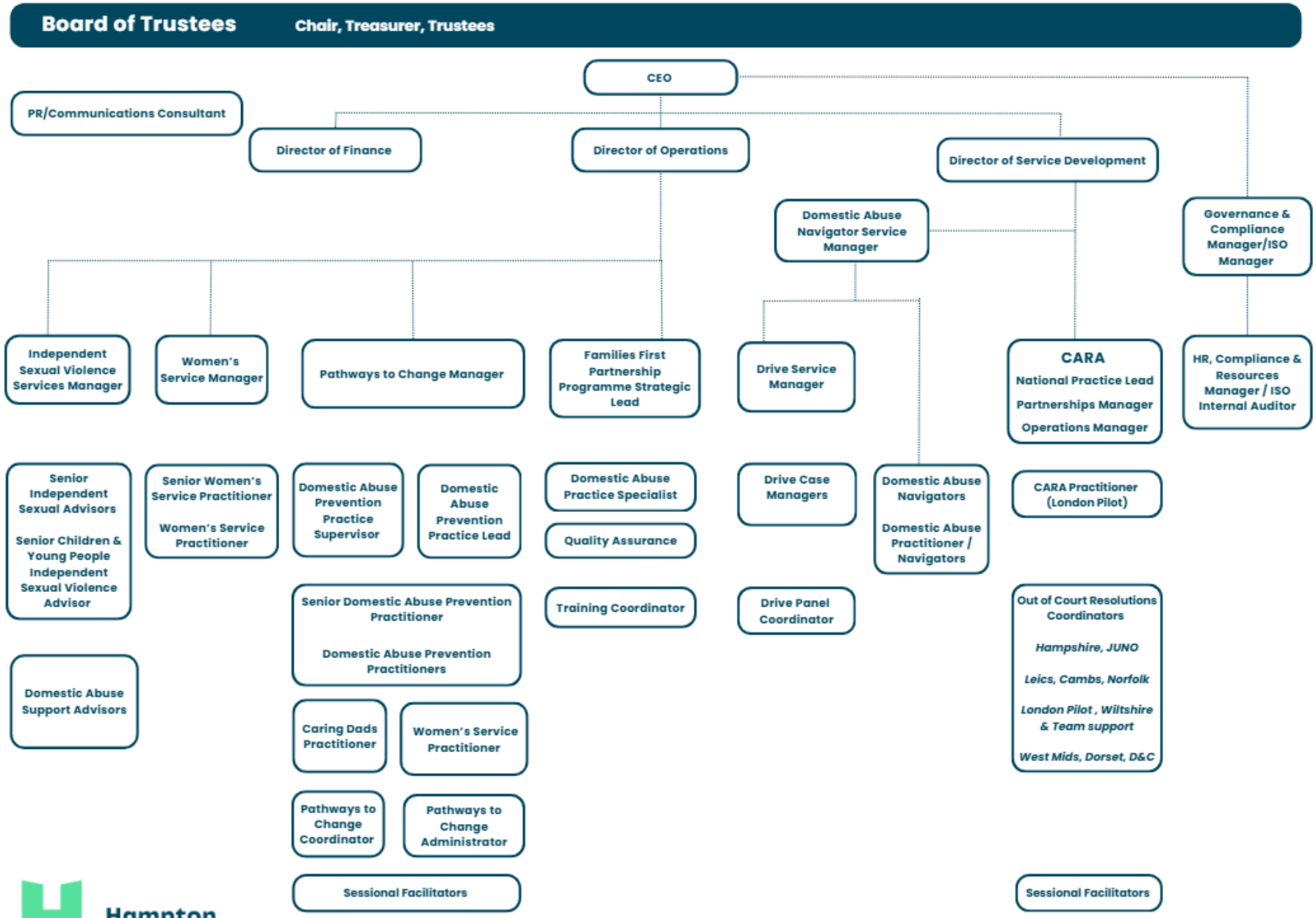
Inclusion and diversity

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

HT20 - Organisation Org Chart - V2 - July 2026

ABOUT THE DRIVE PROGRAMME

The Drive Project is a response to domestic abuse that aims to reduce the number of child and adult victims of domestic abuse by disrupting and changing perpetrator behaviour. It implements a whole-system approach through an intensive individual case management intervention alongside a co-ordinated multi-agency response to drive perpetrators to change their behaviour.The Drive project focuses on increasing victim safety alongside the crucial protective work of victim's services.The service has been developed to knit together existing services, complementing and enhancing existing interventions.

The Drive Project focuses on priority high-risk or serial perpetrators, both male and female, aged 16 and over, as this group carries the greatest risk of serious harm and engage poorly in available services. By addressing perpetrators' behaviour Drive targets the root cause of domestic abuse and improves outcomes for victims and children. The key objectives are to:

- Reduce the number of serial perpetrators of domestic abuse
- Reduce the number of repeat and new victims
- Reduce the harm caused to victims and children

Alongside one to one case management, the service will also drive system change in the area, with the aim of supporting the implementation of a multi-agency response to perpetrators of domestic abuse. It will play a key role in the perpetrator panel, at which Drive and other cases will be heard.

The Drive Project was developed through a collaboration between three organisations, Respect, Safelives and Social Finance, who from the Drive Partnership. Drive was launched in 2016, initially piloted in Essex, South Wales and West Sussex, and highlighted in the government's VAWG strategy for its innovative approach. Subsequently, Drive has expanded into several PCC areas and to additional LA areas across existing PCC areas.

Through this work the Drive Partnership are striving to:

- Ensure the continued effective delivery of the Drive model, with a high quality, safe intervention
- Further the development of the Drive intervention by testing the model and how it can be effectively replicated at scale in new areas
- Ensuring systems change and the development of sustainable response to high-risk perpetrators of domestic abuse on a local and national level

As a responsive programme, learning and adaption is critical to the overall success of Drive. The service will work closely with the Drive Partnership, the PCC, local authorities, IDVA services and local stakeholders to inform the development of a best practice delivery model for Drive and adapt practice in line with the growing evidence base on what works with Drive.

> I honestly don't know where I would be without you as I have always avoided getting help, but you made me feel strong enough to access support.

JOB DESCRIPTION

Job title:	Drive Case Manager
Reports to:	Drive Service Manager
Working hours:	37.5 hours per week
Salary:	Band 5 - £30,080 - £35,648
Base:	Head office in Ashurst
Travel	Extensive travel in Southampton & Surrounding areas
Contract:	Until 31st March 2029

Context

Hampton Trust is a leading provider of innovative interventions, training, and education designed to break the cycle of abuse. Through a trauma-informed approach, we prioritise the safety of victims and survivors while holding individuals who use harmful behaviours to account. Our Pathways to Change interventions foster understanding, drive meaningful behaviour change, and support the rebuilding of lives. We deliver a wide spectrum of programmes, from voluntary and agency referrals to compulsory interventions linked to criminal justice. Our work creates pathways to safer futures by addressing needs, reducing harm, and promoting positive change

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 identifying gaps in service and responding with evidence-based interventions, we work strategically with local and national stakeholders and policy makers to drive long-lasting transformative change within the system.

Job Purpose

The Case Manager will strive to work on a one-to-one basis with perpetrators who have been identified as high risk to pro-actively secure engagement, influence attitudinal and behavioural change and connect with complementary services. To do this, the Case Manager will work with local agencies to design a co-ordinated, strategic individual intervention plan to address identified needs and risks and promote understanding of the impact of abusive behaviours. Throughout the intervention the Case Manager will work closely with the local Idva service to review risk, develop safety plans and improve outcomes for all parties involved.

The Case Manager will be responsible for delivering outcomes, working typically for up to 12 months to achieve behaviour change with each Service User.

Duties and Key Responsibilities

Direct work with Service Users

- Maintain a proactive response to Service Users, continuously providing positive options for behaviour change throughout the Service Users' time in the Drive project.
- Use combinations of motivational work, relationship building and a broad range of therapeutic skills to engage Service Users to addressing their abusive behaviour.
- Motivate and support Service Users to address the broad range of needs that may contribute to the risk that they pose to others or act as barrier for them to address that risk. e.g. housing, substance use etc.
- Develop strategies that will disrupt the continued risk posed by Service Users.
- Ensure that Service Users understand that the community and Drive project will hold them accountable for continued abusive behaviour towards others.
- Ensure that there is a consistent delivery of services to the identified perpetrators of domestic abuse, including comprehensive risk assessment, support planning, referrals to other agencies and Maracs.
- Undertake assessment of risk, needs and attitudes to inform individual Service User intervention plans.
- Respect and value the diversity of the community in which the service works in, providing a service that recognises the diverse needs of Service Users and their families.
- Consider the welfare and safety of children and young people in every aspect of your work, addressing parenting needs where appropriate and taking action to safeguard children.

Interagency Work

- Develop and maintain effective partnership working with statutory, private and voluntary agencies to address the issue of domestic abuse.
- Work to embed the Case Manager role into multi-agency responses to domestic abuse in the area.
- Work closing with other professionals to ensure that risk management and safeguarding duties are effectively met.
- Provide a single point of proactive and regular contact for a range of professionals involved in the case of the Service User.
- Support other professionals in responding to Service Users in a way that is coterminous with the aims and ethos of the Drive Project.
- Work closely with the Idvas supporting the partners, ex-partners and new partners, and family members of Service Users in management of risk and developing intervention plans, as set out in the Drive Manual.

- Effective implementation of institutional advocacy through pro-socially challenging partner agencies, acknowledging best practice and striving for change to benefit the individual, the service and the sector.
- Represent the service at operational multi-agency meetings, feeding back initiatives and outcomes to the team and contribute to the evaluation of the quality of activities these services offer.

Case Management

- Manage a case load focusing on high-risk perpetrators of domestic abuse to provide an assertive, medium to long term service, based on thorough assessment and individual support planning that adopts the principles of the 'Support or/and Disrupt' concept.
- Comply with safeguarding and information sharing policies, ensuring that Service Users and colleagues understand and comply with relevant safeguarding frameworks.
- Contribute to regular service reviews which include monitoring data, evaluations, intake and output policy, and practice and workload reviews for the whole service.
- Attend monthly case management meetings with the Service Manager.
- Attend clinical supervision.

Recording and reporting

- Ensure that case files and records are accurate and complete and are kept in compliance with data protection and information sharing legislation and protocols.
- Enter all the required information into the Drive project electronic case management system to enable tracking of Service User change, multi-agency working and risk management.

General Service Management

- Remain up-to-date and compliant with all relevant legislation connected to your work, including organisational procedures, policies and professional codes of conduct and practice guidance, in order to uphold standards of best practice.
- Represent the service at local events; deliver training and presentations as required.
- Feed into the learning process via the service to improve services for perpetrators of domestic abuse, ensuring that the experiences of Service Users and other agencies inform this process.
- Be confident to evidence reflective practice in all aspects of work.
- Be committed to reviewing individual and team practice and undertake regular training.
- Act with integrity and respect when interacting with Service Users, employees, agencies and individuals.
- Be competent in defensible decision making, recording and being held accountable.
- Show initiative in tackling issues within the service and in relation to other agencies.
- Act as a champion for the programme in your area.
- Hold a full driving license, have access to a car and able to travel across the area as required.
- Partake in evening and weekend work as required.

Core Responsibilities

Health & Safety

- Demonstrate safety leadership in line with our H&S policies and safeguarding procedures
- 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 Responsibilities

- Undertake additional duties as required, in line with the overall scope and responsibilities of the role, demonstrating flexibility and a commitment to organisational needs.

Skills	Essential/ Desirable
Competent IT skills, including use of Microsoft Office.	
Excellent communication skills (both written and oral)	
Hold a relevant degree, a vocational qualification or equivalent experience.	
Good relationship management with regard to multi-agency work that incorporates sensitivity, responsiveness and effective partnership working.	
Have excellent advisory, negotiation & persuasive skills to support and guide Service Users.	
Ability to lead and facilitate discussions to achieve a positive outcome.	
Excellent interpersonal skills and the ability to demonstrate empathy.	
Excellent crisis management skills and the ability to deal with stressful and difficult situations including conflict, challenge and trauma.	
Knowledge	**Essential/ Desirable**
Have an excellent understanding of domestic abuse, including the impact on victims and their children, and the legal and practical remedies available.	
Have a good knowledge of effective ways of working/engaging with perpetrators of domestic abuse.	
Have a thorough understanding of Idva work including risk assessment, risk management and comprehensive safety planning.	
Have theoretical and procedural knowledge of other services and multi-agency partnerships involved in the response to domestic abuse, including Marac.	
Have an understanding of public protection arrangements, policing, child protection, health and social care, housing support and of multi-agency/partnership working.	
An understanding of public protection arrangements, the provision of policing, child protection, health and social care, housing support and of multi-agency/partnership working.	
Experience	**Essential/ Desirable**
Direct work with vulnerable Service Users.	
Working within a multi-agency public protection/safeguarding setting .e.g. Child protection, vulnerable adults, Marac, Mappa.	
Managing safeguarding issues and procedures.	
Writing and presenting information formally and informally, to a range of audiences.	
Working within legislative frameworks and using this application to develop, influence and encourage partnership working.	
Working within conflict management.	

Evidence of keeping reliable and timely reporting and meeting deadlines.	
Working within a multi-agency public protection/safeguarding setting .e.g. Child protection, vulnerable adults, Marac, Mappa.	
Managing safeguarding issues and procedures.	
Work with victims and or perpetrators of domestic abuse.	
Work with Service Users with complex needs and/or challenging behaviour.	
Work with Service Users with diagnosed mental health issues.	
Work with Service Users with substance misuse.	
Work with young people aged 16-25 years.	
Using pro-social modelling and motivational interviewing in practice.	
Personal attributes	
An ability to work collaboratively as part of a team; whilst also having the initiative and confidence to work independently as necessary.	
Flexible and available to work in all types of statutory and voluntary sector environments.	
Belief in perpetrator behaviour change.	
Proactive and self-motivated.	
Reflection and self-awareness skills.	
Other Requirements	**Essential/ Desirable**
Full Clean Drivers License and access to own car	
Commitment to equality, diversity and trauma-informed practice	
This role requires successful completion of police vetting checks	
Qualifications/Training	**Essential/ Desirable**
Relevant degree, vocational qualification or equivalent experience	
Training in MI, trauma-informed practice, or DA intervention models	

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 Renumeration

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

- 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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