DOMESTIC ABUSE PREVENTION PRACTITIONER

Application pack

Hampton Trust

WELCOME FROM OUR CEO

Dear Applicant,

Thank you for your interest in the role of Domestic Abuse Prevention Practitioner. We're delighted that you're considering joining the Hampton Trust team.

This is a meaningful opportunity to be part of our Pathways to Change team, delivering trauma-informed interventions to individuals aged 16 and over who have caused harm in intimate or non-intimate relationships. As a Domestic Abuse Prevention Practitioner, you'll play a vital role in assessing risk, managing complex cases, and co-facilitating evidence-based programmes that support behaviour change and reduce harm.

You'll also be embedded within multi-agency settings, offering specialist guidance to professionals working with families affected by domestic abuse. This collaborative approach strengthens our shared response and enhances engagement with those who may benefit from our services.

At Hampton Trust, we are proud to be a leading organisation in the field of domestic abuse and criminal justice. Our work spans early intervention, support for survivors of sexual violence, rehabilitative programmes for those causing harm, and professional training. We are committed to trauma-informed, person-centred approaches that help individuals rebuild their lives and move away from cycles of abuse and offending.

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.

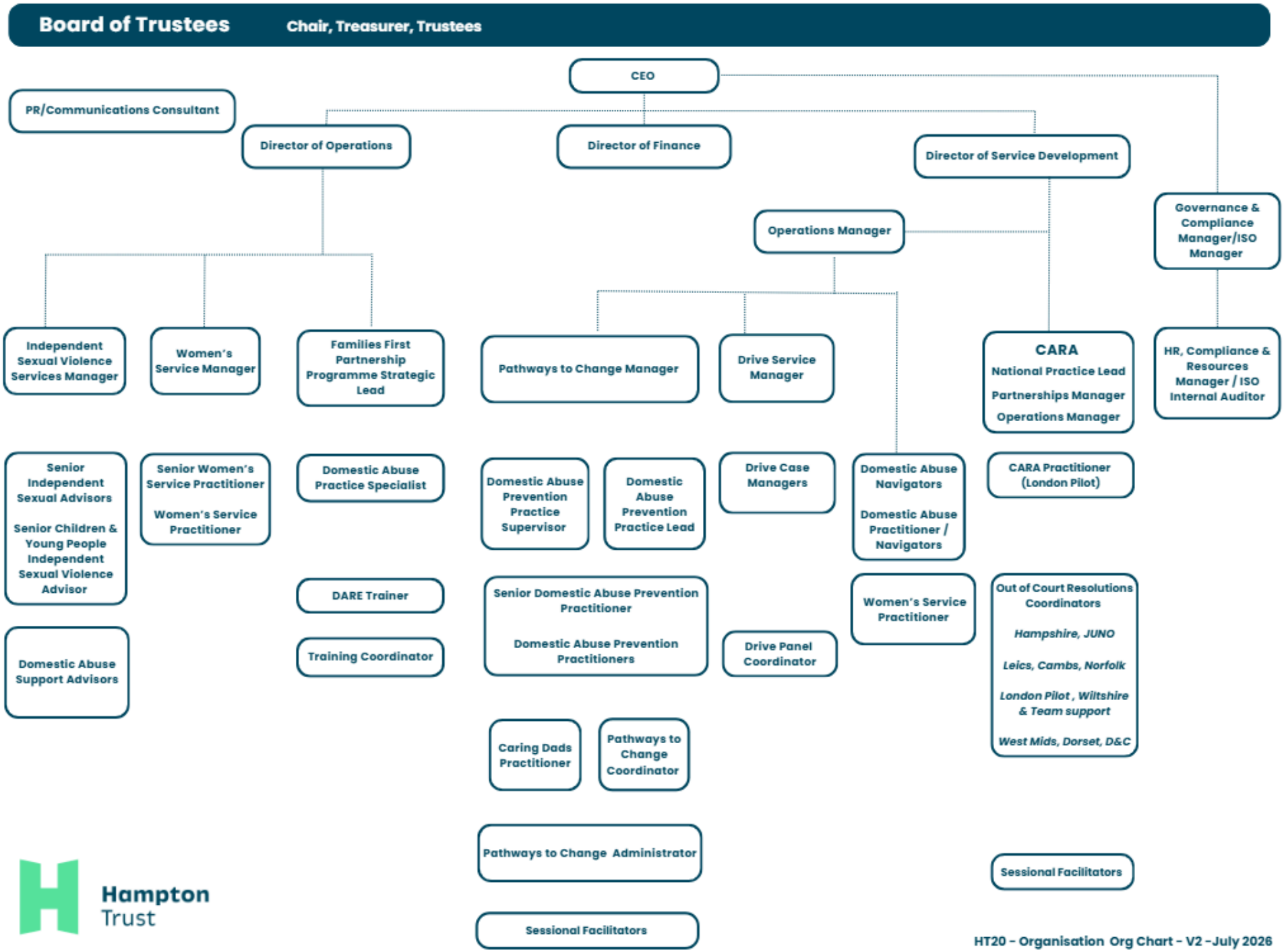
Inclusion and diversity

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

HT20 - Organisation Org Chart - V2 - July 2026

ABOUT PATHWAYS TO CHANGE

Hampton Trust has been delivering targeted interventions to individuals using harmful behaviours for nearly three decades. Established in 1996, we partnered with Hampshire & Isle of Wight Constabulary and Hampshire Probation Service to design and deliver domestic abuse perpetrator programmes for court-mandated offenders. A whole-system approach has remained central to our model ever since.

In 2006, we were a pilot site for the First Edition Respect Accreditation Standards for Perpetrator Interventions, and we've continued to shape national practice by contributing to the revised Fourth Edition Standards, ensuring they reflect the evolving landscape of the Violence Against Women and Girls strategy.

We are bold in identifying gaps in service and lead the way in testing new models of work, backed by rigorous independent evaluation. Multi-agency collaboration is essential to achieving the best outcomes for people causing harm, their families, and the wider community. Our interventions are now embedded across statutory and third sector services nationwide, supported by shared protocols, robust governance, and a collaborative approach to risk management.

In 2016, we recognised that a one size fits all approach limited our ability to create meaningful change with a diverse client group. National standards imposed a rigid behaviour change framework, which didn't fully address the needs of complex referrals. In response, we expanded our service to offer a suite of flexible, tailored interventions and we continue to evolve.

> I I have recognised the beginnings of the abuse cycle my part in it, which I hadn't realised.. This has generally stopped abusive behaviour before it has developed and stopped it sooner before it develops into a serious argument.

Now rebranded as Pathways to Change, we provide a holistic response to individuals of any gender, including non-binary service users aged 16 and over, who cause harm in both LGBTQ+ and heterosexual relationships, whether intimate or non-intimate.

To strengthen our approach, we recruit and train individuals with specialist expertise, building a multi-disciplinary team equipped to meet diverse needs. We've recently secured a new contract to deliver interventions across Hampshire, Isle of Wight, Portsmouth, and Southampton. Over the next five years, we'll build on our existing good practice while continuing to innovate and test new approaches.

Join us as a Practitioner
This is a unique opportunity to join a pioneering organisation at the forefront of tackling harmful behaviours and domestic abuse. Whether you have experience working directly with individuals who use harmful behaviours, or you're looking to apply your expertise from supporting victims of domestic abuse in a new context, we offer comprehensive training and ongoing support to help you thrive.

As a Practitioner, you will play a vital role in delivering interventions that support individuals to change harmful behaviours and improve outcomes for families and communities. You'll work within a dynamic, multi-agency environment, contributing to risk management and safeguarding processes, and helping to shape innovative approaches to behaviour change.

We welcome applicants from all backgrounds and value diverse perspectives. If you're passionate about making a real difference, enjoy working in a fast-paced and responsive setting, and want your work to have a lasting impact, we'd love to hear from you.

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Wow . What an eye opening. The facilitators were as great as the camaraderie within the group. I learned to be a better Dad and partner at the same time.

JOB DESCRIPTION

Job title:	Domestic Abuse Prevention Practitioner
Working hours:	37.5 hours per week (including one group delivery per week)
Salary:	**Band 6** £26,736 - £30,079 per annum (entry level for new starters)
Delivery Sites:	Ashurst, Hampshire /Co-location sites across Hampshire
Contract:	Permanent

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

As a Domestic Abuse Prevention Practitioner (DAPP), you will play a vital role in delivering trauma-informed, responsive interventions to individuals aged 16 and over who have caused harm in intimate or non-intimate relationships. Working as part of the Pathways to Change team, your responsibilities will include conducting risk and treatment viability assessments, intensive case management, and co-facilitating a Respect-accredited domestic abuse prevention programme and specialist programmes for women.To support team resilience, DAPPs also offer backup delivery for the Caring Dads programme.

In addition to direct client work, this role involves co-location within multi-agency settings such as social care teams, offering expert guidance and support to professionals working with families affected by domestic abuse. This collaborative approach enhances engagement with potential referrals and strengthens our multi-agency response to tackling domestic abuse.

Duties and responsibilities

Assessment

- Undertake treatment viability and risk assessments for Pathways to Change referrals at venues across the county. This includes individuals aged 16 and over, of all genders, in both intimate and non-intimate relationships.
- Use a Risk, Need, Responsivity (RNR) framework to consider how factors such as adverse childhood experiences, mental health, and substance misuse may create barriers to behaviour change.
- Apply the Risk Identification Checklist (RIC) to identify and monitor dynamic risk factors throughout engagement.
- When engaging female clients, ensure the assessment process identifies the primary person causing harm.
- Determine the most appropriate Pathways to Change intervention following assessment, making necessary adaptations to accommodate neurodivergent needs.
- Use Outcome Star evaluations at the start, midpoint, and end of interventions to measure progress and capture impact data.
- Collaborate with Domestic Abuse Navigators, Drive Case Workers, and JUNO Practitioners to review cases referred to Hampton Trust via alternative pathways.
- Ensure information on current and ex-partners is collated during assessment and shared with the Pathways to Change Integrated Safety Service.
- Ensure all assessments and supporting documentation are accurately recorded and uploaded to the cloud-based case management system in a timely manner.

Intensive Case Management

- Following assessment identify individuals suitable for intensive case management.
- For individuals with multiple and complex needs, apply the Seven Pathways to Reoffending framework to guide case management, focusing on accommodation, attitudes/thinking/behaviour, children and family, substance use, education and training, financial stability, and health.
- When assessing females, incorporate two additional female-specific pathways: experience of domestic abuse and sexual abuse.
- Define a clear focus for the intervention and deliver six structured sessions of intensive case management.
- Present intensive case management clients at risk and case management meetings to collaboratively review progress and assess readiness for behaviour change or enhanced individual support.
- Support individuals ready for behaviour change work to engage with the most appropriate behaviour change intervention such as Healthy Foundations, Healthy Relationships, Caring Dads and HERA.
- Liaise with the integrated safety service providing updates on client engagement, including any dynamic risk changes.

Programme Delivery

- Lead and hold oversight of national performance and quality assurance in line with agreed procedures and provide internal and external reporting as required
- Lead guidance, collection, and analysis of local data to produce national insights for the CARA intervention.
- Oversee and collaborate with CARA Steering Group to develop insight reporting from national dat·Deliver trauma-informed, evidence-based programmes as part of the Pathways to Change suite of interventions.
- Use motivational-interviewing techniques to co-facilitate group work sessions including Healthy Foundations, Healthy Relationships, Caring Dads, and HERA, ensuring content is delivered safely and effectively.
- Adapt programme delivery to meet the diverse needs of participants, including those who are neurodivergent or have experienced trauma.
- Maintain a safe and inclusive group environment, managing disclosures and group dynamics in line with safeguarding protocols.
- Monitor participant engagement and progress, responding to emerging risks or support needs throughout the intervention.
- Contribute to the ongoing development and refinement of programme materials, incorporating feedback and best practice.
- Provide individual support sessions where appropriate to complement group work and address specific needs or risks.
- Ensure all programme delivery is accurately documented in the case management system, including attendance, progress notes, and outcome measures.

Multi-Agency Working

- Co-locate within multi-agency settings, such as social care teams, to provide specialist advice and support to professionals working with families affected by domestic abuse.
- Build and maintain effective working relationships with partner agencies to support a coordinated response to domestic abuse.
- Promote the Pathways to Change programme across relevant services to encourage appropriate referrals and increase engagement.
- Attend multi-agency meetings, including MARAC and safeguarding forums, to share relevant information and contribute to risk management planning.
- Provide consultation and guidance to professionals regarding individuals who have caused harm, supporting trauma-informed and risk-aware approaches.
- Work collaboratively with statutory and voluntary sector partners to ensure continuity of care and support for clients across services.

Monitoring & Evaluation

- Monitor client progress throughout the intervention using structured tools such as Outcome Star and session feedback forms.
- Record and analyse outcome data to evaluate the effectiveness of interventions and inform service development.
- Contribute to internal and external reporting requirements by providing accurate, timely data and case studies where appropriate.
- Participate in regular supervision and reflective practice sessions to ensure continuous improvement and adherence to best practice.
- Support quality assurance processes, including peer observations, audits, and feedback reviews.
- Maintain up-to-date knowledge of relevant research, policy developments, and sector standards to inform practice and service delivery.

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

Skills	Essential / Desirable
Strong written and verbal communication skills with diverse audiences	E
Ability to adapt communication for diverse and neurodivergent needs	E
Strong interpersonal skills; able to motivate and engage service users	E
Ability to deliver structured, trauma-informed individual sessions to vulnerable clients	E
Ability to facilitate domestic abuse group work behaviour change programmes	D
Strong multi-agency relationship-building skills	E
Ability to use structured tools (e.g., Outcome Star) to monitor progress	E
Able to manage multiple tasks and adapt to changing priorities	E
Proficient with Microsoft 365 and data tools	E
Confident using project-management tools/systems	E
Experience contributing to programme development	D
Knowledge	
Strong understanding of domestic abuse and its impact	E
Understanding of trauma-informed practice and motivational interviewing	D / E - SDAPP
Knowledge of safeguarding responsibilities and risk assessment tools	E
Awareness of neurodivergence and inclusive practice	E
Understanding of criminal justice system and domestic abuse processes	E
Commitment to evidence-based behaviour-change approaches	D
Awareness of current research and policy in domestic abuse	D
Knowledge of effective perpetrator engagement strategies	D/E-SDAPP
Experience	
Experience working directly with vulnerable clients	E
Experience with victims and/or perpetrators of domestic abuse	E
Experience maintaining accurate records	E
Experience managing a varied workload and competing priorities	E
Experience responding to safeguarding/risk concerns	E
Experience representing an organisation in multi-agency settings	E

Person Specification

Attitude	Essential / Desirable
Reflective, open to feedback, and committed to continuous improvement	E
Reliable, flexible, and able to manage competing demands	E
Other Requirements	
Willingness to work flexibly, including some evenings	E
Commitment to equality, diversity and trauma-informed practice	E
Qualifications / Training	
Relevant degree, vocational qualification or equivalent experience	E
Training in MI, trauma-informed practice, or DA intervention models	E

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 6 (entry level) to Band 1 (Chief Executive) and we offer continuous training to support you in your development.

This role is a Band 6 and is offered on a full time basis of 37.5 hours across 5 days and is based in Ashurst, Hampshire (Head Office) with co-location days at sites across Hampshire. You must have some flexibility to work evenings to deliver group and to travel for events or conferences on an ad-hoc basis.

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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