



Role Profile

Lead for Domestic Abuse and Violence Against Women and Girls

Prevention and Communities

Role Profile: Lead for Domestic Abuse and Violence Against Women and Girls	Role Profile Number: SBC_11116
Directorate: Prevention and Communities	Reporting to: Head of Community Safety
Grade: CFL10	Date Prepared: September 2026

Our Values

Our [Values](#) shape how we work for the people of Swindon. They guide how we make decisions, how we deliver services and how we work with our communities and partners.

Our Values are:

We SEE – people, not problems – and stay curious to understand their story.

We HEAR – each other and the people we serve

We CARE – about our colleagues, our residents and our community

We ACT – with integrity, accountability and purpose

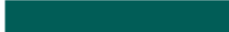
We LEARN – from data, feedback and experience so we keep improving

These five values describe the standards we hold ourselves to as a Council, and what residents and partners can expect from us.

The Swindon Commitment

The [Swindon Commitment](#) shows how we bring our Values to life every day, in every role, across all that we do. It turns our Values into practical promises between the Council, our colleagues and the people we serve so we can work together to deliver the best possible services and support.

Created with colleagues from across the organisation, the Swindon Commitment sets out a shared understanding of how we work, lead and behave. Rooted in our five core values, it reflects how we listen to, include and respond to residents, communities and each other.

 We See people, not problems – and stay curious to understand their story.	 We Hear each other and the people we serve.	 We Care about our colleagues, residents and community.	 We Act with integrity, accountability and purpose.	 We Learn from data, feedback and experience to keep improving.
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Purpose:

- Lead on the development of initiatives to support the work of the Community Safety Partnership (CSP) in relation to Domestic Abuse and Violence Against Women and Girls (DA & VAWG).
- Implement systems and frameworks for the development and implementation of the Swindon DA & VAWG Strategy, the Swindon JSNA and other relevant policies and strategies
- Oversee delivery plans and agreed targets and report to the CSP Board and relevant partner agencies.
- Liaise with partner agencies to develop a common understanding of the issues and approaches being used to tackle Domestic Abuse and Violence Against Women and Girls, to promote a consistent, co-ordinated community and sustainable approach to tackling domestic abuse
- Supervise delivery of the MARAC service.

Key responsibilities and accountabilities:

- Lead on the development of initiatives to support the work of the Community Safety Partnership in relation to Domestic Abuse and Violence Against Women and Girls.
- Facilitate the Community Safety Partnership (CSP) and the DA & VAWG Board to realise the objectives set out in the DA & VAWG Strategy and Swindon JSNA.
- Lead on the delivery of Partnership Strategic Priorities for reducing DA & VAWG
- Develop a Delivery Plan for Swindon to support the DA & VAWG Strategy in consultation with partner agencies and the Swindon DA & VAWG Board; to update the delivery and to prepare and provide reports on progress and barriers to progress to relevant partner agencies and groups.
- Represent the CSP with partners within Swindon Borough Council and external agencies on reducing DA & VAWG
- Oversee the commissioning of Swindon Domestic Abuse services and supervise the delivery of CSP priorities with all commissioned services.

- Administer Domestic Homicide Reviews (DHRs) on behalf of the CSP Board, liaising with the CSP Executive, the independent chair of the DHR and Home Office.
- Deliver and commission training on DA and VAWG, including MARAC and VAWG strands
- Map existing training and to identify future needs for individual occupation groups and inter-agency training for multi-agency groups within Swindon in order to raise domestic abuse awareness and understanding of the practical implications.
- Liaise with other DA & VAWG lead officers and agencies to ensure best practice
- Work with DA & VAWG Board members, statutory and voluntary agencies to create, implement and evaluate safe, effective information sharing and referral protocols.
- Promote the work of the Partnership and Swindon DA and VAWG Board in respect of Domestic Abuse issues including being a point of contact for media enquiries.
- Support the Domestic Violence Disclosure Scheme decision making process
- Support Risk Enablement Panels and other Tactical Groups where DA & VAWG is a factor
- Ensure Corporate Directors and Elected Members are aware of issues of significant concern, either directly or through the Head of Community Safety
- Support the Head of Community Safety in Managing DA & VAWG budgets
- Deputise for the Head of Community Safety as required, including chairing DA & VAWG related tactical meetings.

Supplementary Accountabilities

- Take responsibility for identifying your training needs and those of any direct reports
- Promote and implement improvements to the service with support from the Head of Service
- Management of high-risk, sensitive multi-agency information.

Managerial

Detail any managerial accountabilities – i.e. supervise / management.

- Line management of the Domestic Abuse Officer

Professional

- Developing and maintaining effective relationships and communication with internal and/or external service users,
- Providing expertise and technical assistance in a specialist area.
- Work within the Community Safety Partnership as a DA and VAWG expert
- An awareness and understanding of relevant legislation and to represent SBC at consultations for legislative change.

Decision making:

- Ability to identify key issues and options to respond to those issues.
- Understanding of when information needs to be escalated or disseminated

Creativity and innovation

- Being adaptable and flexible in your approach

- Utilising non-managerial support opportunities
- Willingness to undergo appropriate training
- Finding solutions for emerging issues

Job Scope

Number and types of jobs managed:	Number 1
Budget Holder:	Yes
Budget Value:	£500k
Asset Responsibility:	N/A

PERSON SPECIFICATION

Qualifications:	Essential or Desirable
• Experience of working and have formal training in DA & VAWG, Community Safety or relevant work with children and/or adults services • Detail the Specialist knowledge and/or a deep theoretical understanding of work area, this may be through a specific and relevant qualification or equivalent work experience.	 E E
Knowledge and Experience:	
• Knowledge of Legal frameworks	E

Appreciation and Comprehensive understanding of issues related to Domestic Abuse and Violence and Women and Girls	E
Aptitudes, Skills and Competencies:	
- Ability to analyse complex issues and present them as appropriate to different audiences. - Awareness of diversity in providing a service that meets a mixed cultural community - Good management and leadership skills, including the ability to negotiate and arbitrate - A good understanding of sensitive information, personal data and the regulatory requirements for distribution and storage. - Good IT and organisational skills - Excellent written and oral presentation skills - Excellent communication skills - Ability to prioritise a complex work-load	D E D D E E E E
Special Conditions of Recruitment:	
You will be subject to a Enhanced DBS check	E
The ability to travel throughout the Borough will be required and access to a car.	E

Other Key Features of the role

It should be noted that the duties and tasks associate with this post may change from time to time without altering their general character or the level of responsibility entailed. The above duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out other such appropriate duties as may be required within the grading level of the job.

