



## Raneem's Law Senior Domestic Abuse Specialist Job Description & Person Specification

<b>Job title:</b>	Raneem's Law Senior Domestic Abuse Specialist
<b>Responsible to:</b>	Raneem's Law Team Coordinator
<b>Contract:</b>	12 months initially with possible extension
<b>Hours:</b>	101.5 hours per month working 10am – 1am over a 4-week shift pattern Mon-Sun
<b>Grade/Salary:</b>	£35,000 FTE (£23,333 actual salary)
<b>Work location:</b>	Bradford/Wakefield

### **Background:**

Raneem's Law is a national initiative designed to strengthen the police response to domestic abuse by embedding independent domestic abuse specialists within police Customer Control Centres (CCCs).

The aim of the programme is to improve the quality, consistency and timeliness of police decision-making at the first point of contact, ensuring that risk is accurately identified, victims/survivors are effectively engaged and opportunities to safeguard and protect individuals are not missed.

The West Yorkshire pilot involves embedding a specialist domestic abuse service within CCCs, working in close partnership with West Yorkshire Police. The service plays a critical role in improving frontline responses to domestic abuse, enhancing victim safety and embedding trauma-informed, victim-centred practice within policing.

This role provides senior operational support within the Raneem's Law service across West Yorkshire CCCs and is central to ensuring consistent, high-quality delivery of the pilot on a day-to-day basis.

### **Job summary:**

The Raneem's Law Senior Domestic Abuse Specialist works within West Yorkshire Police CCCs as part of an embedded specialist domestic abuse team.

The postholder is responsible for providing real-time specialist input into domestic abuse incidents, including reviewing risk assessments, listening to emergency calls and providing

operational advice to police officers and call handlers to improve victim engagement, safeguarding and risk management.

As a senior practitioner within the team, the postholder also supports the smooth running of daily operations across the CCCs, providing on-call and escalation support across both sites on a rota basis and acting as a point of guidance for other Domestic Abuse Specialists.

The role is primarily desk-based and focused on live operational support, quality assurance, mentoring and ensuring consistent application of trauma-informed, victim/survivor-centred domestic abuse practice within policing environments.

### **Main Duties and Responsibilities:**

1. Provide specialist domestic abuse input into live CCC incidents to support accurate risk identification and appropriate police response.
2. Listen to domestic abuse calls and provide feedback to call handlers on victim/survivor engagement, risk indicators, repeat victimisation and escalation concerns.
3. Review police domestic abuse risk assessments and challenge or advise where risk grading or response levels are not appropriate.
4. Provide operational advice to officers attending incidents, including intelligence from police systems and contextual safeguarding information.
5. Ensure victims' voices, vulnerabilities and contextual risks are clearly reflected in police decision-making at the point of contact.
6. Quality assure domestic abuse responses across CCC call handling and incident management.
7. Identify patterns, trends and escalation risks, including repeat victimisation and perpetrator behaviour.
8. Promote consistent application of trauma-informed, survivor-centred and risk-led practice.
9. Contribute to continuous improvement of police processes and domestic abuse response pathways.
10. Provide mentoring, coaching and informal supervision to Domestic Abuse Specialists.
11. Support induction and probation of new staff, offering guidance, feedback and practice support.
12. Provide on-call support across both CCC sites on a rota basis.
13. Act as a point of escalation for operational queries and complex cases.
14. Contribute to peer support, reflective practice and informal learning across the team.

### **Safeguarding, Quality Assurance & Professional Standards:**

1. Ensure safeguarding concerns relating to adults, children and young people are identified, escalated and recorded appropriately.
2. Maintain compliance with safeguarding procedures, GDPR, information governance and police systems.
3. Maintain accurate, timely and confidential records on police systems.
4. Promote equality, diversity, inclusion and anti-discriminatory practice in all aspects of service delivery.



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Acting with compassion.

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5. Maintain professional boundaries, resilience and sound judgement in a high-pressure environment

### **General duties:**

1. Work shift patterns including evenings, weekends and unsociable hours as required.
2. Contribute to the OOH 'on call' rota Mon-Fri from 6pm-1am
3. Participate in supervision, appraisal, training and continuous professional development.
4. Attend relevant internal and multi-agency meetings as required.
5. Maintain professional standards and resilience in a live policing environment.
6. Undertake any other duties appropriate to the role and grade.

## Person Specification

Whilst having any or all of these skillsets below are advantageous to the role, we recognise that many candidates may not possess all of them and welcome applications from people with suitable transferable skills.

A = Application Form I = Interview

### KNOWLEDGE AND QUALIFICATIONS:

1	Have a recognised domestic abuse qualification or experience of working in a relevant field	A
2	A good understanding of violence against women and girls with a particular focus on the dynamics of domestic abuse and its impact on children, families and communities	A/I
3	Knowledge of safeguarding practice, procedures and legislation	A/I
4	Knowledge of the range of statutory and voluntary agencies with which victims and children may come into contact when experiencing domestic abuse including local specialist services	A/I
5	Knowledge of current civil and criminal law enforcement and practice in relation to domestic abuse	A/I

### EXPERIENCE

1	Experience of working with individuals affected by domestic abuse, including those with complex needs and undertaking risk and needs assessments and safety planning	A/I
2	Experience of responding to victims/survivors of domestic abuse at point of disclosure within a support or frontline setting	A/I
3	Experience of working within or alongside police services or environments requiring close interaction with police systems and processes	A
4	Experience of mentoring, supporting or developing others	A/I
5	Working knowledge of MARAC processes and multi-agency safeguarding arrangements	A/I

### SKILLS

1	Excellent listening skills and the ability to communicate well with a wide range of people of all ages and backgrounds	A/I
2	Excellent risk assessment, support and advocacy skills and the ability to advocate successfully using evidence and professional experience	A/I
3	Ability to analyse complex and sensitive information and provide clear, evidence-based professional advice	A/I
4	Strong organisational and time management skills with the ability to manage competing priorities in a fast-paced environment	A/I



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5	Ability to work effectively as part of a team and independently, maintaining clear professional boundaries	A/I
6	Ability to deal with changing priorities and high-pressure situations, responding effectively to reduce risk and resolve issues promptly	A/I
7	Confidence in making safeguarding and risk-based decisions in real-time operational environments	A/I
8	Ability to promote the safety and wellbeing of children, young people and vulnerable adults in all decision-making	I

### GENERAL

1	Full valid driving licence with business use insurance.	A
2	Commitment to safeguarding, confidentiality, equality, diversity and inclusion and maintaining high professional standards, including an understanding of the feminist perspective on how gender, social, economic, race, cultural, linguistic, religious and sexual orientation issues may impact on people's lives	A/I
3	Ability to maintain professional boundaries, resilience and sound judgement in high-pressure and emotionally demanding environments	A/I
4	Willingness to work flexible shift patterns including evenings, weekends and unsociable hours and to engage in continuous professional development to maintain up-to-date best practice	A/I
5	A can-do attitude with the ability to work proactively, take initiative and respond effectively to changing operational demands while maintaining a focus on risk reduction and positive outcomes for victims	A/I

***Due to the nature of this role, you will be required to undergo enhanced police vetting***