

Learning Partner Specification



Rights of Women charity overview

Rights of Women (ROW) provides free specialist legal advice to women experiencing or at risk of all forms of Violence Against Women and Girls (VAWG) including domestic abuse and sexual violence. We support over 3,000 women annually in England and Wales through our telephone advice lines. We undertake thematic policy influencing and campaigning work to improve access to justice for women.

Background to tender

The learning partner (LP) will be working alongside our Family Law Team on a project whose overarching aim is to support transformative change to improve the Family Justice system's response to women survivors of domestic abuse.

In 2020, the Ministry of Justice accepted the conclusions of the Harm Report¹ that the family courts were making unsafe orders in private children proceedings as a result of systemic problems with how the court identifies and responds to domestic abuse and risk to children and adults. The Harm Report made a wide range of recommendations on how family justice practices and processes can be improved, creating a blueprint to achieve lasting change.

Our project seeks to build momentum for implementation of these Harm report recommendations, through an 'action research' project to investigate and learn how that improved practice can be implemented and achieved, starting at a local level. Initially, we have set up an 'enquiry site' in Surrey, where we are collaborating with local family justice stakeholders. We are utilising a comprehensive deep-dive approach alongside development of a package of support (including training and events) to engage a diverse community of stakeholders in the act of change. We are keen to develop practical learning about this collaborative process and its outcomes so that we can develop a model for similar social impact work that can be replicated in other local areas nationally.

The project is currently supported by Firebird Foundation and Esmee Fairbairn.

Learning partner brief

Learning Partner (LP) specification

We seek to appoint a learning partner (LP) with demonstrable skills, knowledge and experience in the following areas:

- Collaborative work alongside a diverse range of stakeholder organisations to support and enrich their learning.
- Planning and delivering work with groups/individuals in a sensitive and culturally appropriate manner.
- Producing accessible and digestible resources and briefs for a wider range of audiences.
- An analytical skillset rooted in an understanding of the impact of structural, systemic and intersectional inequalities.

¹ [Hunter, R. Burton, M. and Trinder, L. \(2020\). Assessing risk of harm to children and parents in private law children cases: Final report. Ministry of Justice](#)

- Strategic approaches to addressing gender-based violence/abuse impacting women (desirable) or transferable skills that enable fast learning in this area.
- How the family courts and family justice system operate in England and Wales (desirable) or transferable skills that enable fast learning in this area.
- Partnering effectively with a small/medium sized social justice charity.
- Ability to manage own work independently and to meet tight deadlines.
- Willingness to work in a hybrid manner involving remote working and regular in-person meetings in Surrey and occasional London meetings at our offices.

What the role involves

The learning partner (LP) will assist us to understand the conditions for effective system change work at a local level (initially via our first enquiry site in Surrey) so we can relate the work relates to the national picture with a view to transferring learning and scaling up over time.

The LP will work alongside our team assisting them to understand and learn in real-time. This will start with developing a workplan and learning framework together, then working alongside us as we continue to deliver the project in Surrey. They will help in developing practical insights about what is working well and assessing opportunities that can be translated into action by frontline practitioners. The LP will play an important role in ensuring the work stays focused on its practical outcomes which are centred on improving access to justice for women and children, survivors and their experience of family court.

We envisage they will be embedded in the enquiry site work and specifically will:

- Contribute an analytical skillset and framework to capture what we are doing and how, as we go along.
- Synthesise learning resulting in qualitative and practical insights about system-change.
- Develop learning to disseminate and to enable other areas to replicate the work nationally.

We anticipate the learning partner will work alongside us to co-produce the learning framework for the enquiry site work. This should help us to meet our aims to:

- Develop a learning framework based on our initial theory of change and subsequent collaborative work, stakeholder engagement and feedback that results in production of a theory of action.
- Capture the value that this diverse community of experts brings to the work i.e. specialist legal knowledge on domestic abuse, survivors/experts by experience, VAWG specialism, trauma specialism, court administrative knowledge.
- Examine the role of ROW as a specialist legal partner in this process and how this adds value in this space.
- Develop a measurement framework to assess the experience of stakeholders in delivering significant change e.g. implementing actions, reforms and practices resulting from the enquiry site work including an analysis of barriers and opportunities.
- Develop an impact measurement framework for the work on working practices and outcomes for women survivors.
- Reflect and self-evaluate to make adaptations to our pilot project as learning progresses.
- Develop a plan to scale the project-up nationally in incremental stages based on the LPs robust analysis of key steps to system-change.

The outputs for the project will be determined through discussion with the LP. However, we anticipate ongoing learning summaries (briefing papers) and a final report ready for an external event in March 2024. All documentation should be accessible to a broad audience and help national stakeholders replicate best practice elsewhere.

ROW is a women-only organisation whose work focuses on supporting women survivors of VAWG. The learning partner's work may involve contact with women survivors through user-led forums and/or domestic abuse organisations who are supporting them. It is therefore important that you demonstrate that you/ your team can ensure a woman² leads this aspect of the work within your proposal. Your proposal should also address how you will approach this work with the appropriate skills and sensitivity.

Timeframe for delivery of the work: We are looking for a LP who can work with us regularly from summer 2024, starting June/July until March 2025. This timeframe may be open to extension, subject to funding. The LP will also need to be able attend a range of various enquiry-site meetings in Surrey, mostly online but also in person via attendance at quarterly partner meetings. Workshops and networking events are also possible.

The successful appointee will also be expected to be able to work remotely and independently on desk-based research. They will be required to assess the number of days needed to complete the work as part of their work plan. We anticipate the work as part-time 2-3 days per week and can offer some flexibility around the working days (except when meetings or events are involved.)

Remuneration: The maximum value of the contract is £40,000.

Application process: Please send an outline proposal of no longer than 4 pages on how you would work with us to achieve our aims; and your budget based on your daily rate and including any travel costs you expect to incur. Bidders should also signal if and how they might wish to or be open to working with other agencies in their delivery to enable them to meet aims fully.

Also include, separately if you wish, sufficient documentation of no longer than 4 pages to evidence your experience and track record (CV, organisational information) to recruitment@row.org.uk

Please contact this email address with any queries. We are happy to speak to any potential applicants before apply.

Closing date: Friday 21st June 2024; we seek to appoint as soon as possible.

Interviews: Online, week commencing 24th June 2024.

² Occupational Requirement (Equality Act 2010, Schedule 9 Part I) applies